

## Google's sample structured interview grading rubric

Here is a sample interview rubric for an Underwater Basket Weaver role:

Attribute/Quality	Poor	Mixed	Good	Excellent
<b>Use of materials</b>	Is not considerate of efficient material use. Wastefully uses materials provided or runs out of material. Shows poor selection of appropriate materials for project objectives.	Expresses consideration of efficient material use, but does not have specific strategies to maintain efficiency during basket development. Appreciates importance of material selection, but still demonstrates errors in material use decisions.	Clearly incorporates efficient use of material into basket planning. Uses material savings as part of project plan selection. Demonstrates an understanding of appropriate material selection for basket use. Very little wicker waste produced from each completed project.	Clearly incorporates efficient use of material into basket planning. Innovates new methods of basket project planning with the goal of efficient resource use. Regularly evaluates project plan to assess for potential added efficiency. Has a strong grasp of the qualities of different materials and how those qualities relate to the desired use of the basket. Almost no material waste.
<b>Aesthetics</b>	Did not consider or value elements of basket design. May or may not be able to craft a basket that is functionally complete, but end product is visually deficient (sloppy, colors clash, etc).	Elements of design were not prioritized, with either function or other non-essential features prioritized over final fit and finish.	Proactively considered the role of design and was able to produce a basket that is visually appealing, giving the user a sense of satisfaction through observation alone. Some minor blemishes might be present, but do not overpower the general positive aesthetic.	Demonstrated strong consideration and ability to apply design principles in order to create a great user experience. In the end, they were able to produce a modern day basket version of the Mona Lisa. Design and feature selection are balanced, with everything in just the right place.
<b>Workmanship</b>	Failed to appropriately space spokes of the basket. Weave may protrude or cause gaps, causing discomfort and damage to objects within the basket. Basket handles are often weak and must be reinforced by non-wicker material (duct tape, chicken wire).	Appropriately positioned spokes, but had many gaps between the weave on finished projects. Only a few spots that protrude or gap. Handle connection to the rims is poorly executed but does not result in basket failure. Little need for basket reinforcement.	Spokes are well placed and weave is evenly spaced. At most there is only a single protrusion on finished projects. Handle and its connections are solid and meet expectations for basket construction. No need for additional basket reinforcement.	Spokes are almost perfectly symmetrical and weave is very tightly packed. There are no blemishes in the completed finished products. Overall the production is surprisingly strong for a basket, and is likely to stand up to years of use, even under water.

### Structured Interview Sample Scoring Rubric

Proficiency Level	1 - Unsatisfactory	2	3 - Satisfactory	4	5 - Superior
<b><u>CATEGORY:</u></b> <b>Builds relationships and collaboration</b>	Handles interpersonal situations involving little or no tension or discomfort		Handles interpersonal situations involving a moderate degree of tension or discomfort		Handles interpersonal situations involving a high degree of tension or discomfort
<b>ILLUSTRATIVE BEHAVIORS</b>	Refers employees to the appropriate personnel	Works with others on a cross-functional team	Establishes cooperative working relationships with managers	Facilitates an open forum to discuss employee concerns	Diffuses an emotionally charged meeting with external stakeholders

<https://www.opm.gov/policy-data-oversight/assessment-and-selection/examples/structured-interview-example.pdf>