

Trait	5	4	3	2	1	Given Score
<b>Humility*</b>	Has a great taste in humility; enough to not be snobbish about their accomplishments, but not too much to keep them from sharing	Somewhere between criteria for 5 & 3	Shows some humility— doesn’t talk like they’re the best person ever but still likes to share their accomplishments	Somewhere between criteria for 3 & 1	Shows no sign of it at all; almost to point of superiority complex (a lot of the time this can be heard in the way they speak about selves)	
<b>Passion to Action**</b>	Has a definite passion and has acted upon it by forming their own program/non-profit (or in progress)	Has a definite passion and has acted upon it through community service organizations	Has a definite passion and has acted upon it through community service organizations, but not very much.	Sort of has a passion in mind, but hasn’t acted upon it much (if any) at all	Doesn’t have a passion defined nor any kind of community service	
<b>Tolerance of others/ Working with a group</b>	Has no problem whatsoever of working as a team and is flexible if problems/conflicts arise. Has respect for everyone’s way of life (race, religion)	Has complete tolerance of others and can work together in a group very well—but doesn’t allow way too much flexibility.	Has complete tolerance of other people’s way of life but has a difficult working in a group with other people	Shows moderate tolerance towards others but cannot work in a group towards a common goal	Has neither tolerance of other people whatsoever nor can they work with anyone in a group.	
<b>Confidence</b>	Complete confidence in themselves and others. Will stand up for what they believe in and are assertive.	Has confidence and is willing to stand for what they believe in and assertive most of the time.	Has some confidence and can for the most part stand for what they believe in and sometimes be assertive.	Struggles to be confident in themselves and others. Usually shies from speaking up and is hardly assertive.	Complete lack of confidence. Struggles to stand for what they believe in and cannot be assertive.	
<b>Integrity</b>	Has a complete sense of integrity. Very reliable and known to do what is right, even if unpopular.	Has a good sense of integrity. Is mostly reliable and does what’s right.	Has a fair sense of integrity and is usually reliable. Does what’s right sometimes, when it’s popular.	Has very little integrity. Is not very reliable and sways from doing what is right.	Is not reliable and fails to do what is right.	
<b>Overall Score:</b>						

\*A tough category to define and detect. But both of us—because of past experience—know what to look for.

\*\*Useful to look at application and compare answers to see if there’s anything major they’re forgetting and ask them about it. If it sounds like they don’t know what they’re talking about or struggling to find things to say about it, it might be a sign it’s something insignificant they did that they just stuck on the application to add more onto the application.

### Possible questions to ask:

1. Passion to Action-- \*Question is targeted to see if the interviewee has a definite passion in mind and if he/she has the motivation to or the background of acting on that passion. What is the point of having a passion if you haven't done anything to show you have it?
  - a. What would you consider one of your passions?
  - b. What have you done with that passion? (volunteering, form a non-profit, etc.)
2. Humility-- \*Once again, humility is hard to determine. However, decently humble people will have difficulties answering this question because they aren't fond of bragging about themselves. I know this from my personal interviewing experience
  - a. What things do you think others would say about you? (in any aspect of your life)
  - b. What would you say about yourself?
3. Tolerance of Others-- \*Ensuring they won't have anything against another JC's, and SC's, or conferee's backgrounds. It's kind of hard to ask them straight out "are you prejudice?" because they would say whatever makes them look better (like "heck no!"). This question will judge how motivated they are to possibly stop it. Generally, the more they are tolerant of others, the more they will actively try to stop prejudice
  - a. What kind of prejudices have you seen demonstrated in your school or community?
  - b. What is your reaction to the prejudice around you?
4. Working together with others -- \*Self-explanatory.
  - a. Have you ever been involved with a team?
  - b. How were you a benefit to the team? (Can play into humility)
5. Confidence--- This question is to see how confident the interviewee is in him or herself.
  - a. What is the most difficult goal you have accomplished?
  - b. Why was it difficult and what did it take to accomplish it?
6. Integrity--- We're looking for JC's who are reliable, dependable, and will do the right thing in difficult situations.
  - a. When have you stood up for something you believed in and how difficult was it?
  - b. How reliable are you? (Can play into humility)