**Rubric for Evaluating Potential Head JCs**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Trait** | **5** | **4** | **3** | **2** | **1** |
| Integrity | Has strong definitions of personal and professional integrity. Very reliable and consistently does the “right thing”, even if unpopular. | Able to describe what integrity means for him/her. Others mostly count on him/her to do the right thing.  . | Has a fair sense of integrity and is reliable when it is convenient. Does what’s right sometimes, when it’s popular. | Demonstrates little integrity. Is not very reliable and bases his/her actions on the opinions of others. | Is not reliable and fails  to do what is right. |
| Confidence | Consistently demonstrates confidence in themselves and others. Will stand up for his/her beliefs and is  assertive. | Has confidence and is  willing to stand for his/her beliefs. Able to be assertive when encouraged. | Maintains some level of confidence, but is not naturally assertive. | Struggles to be  confident in him/herself  and others. Usually  shies from speaking up  and is hardly assertive. | Complete lack of  confidence. Feels the need to defend his/herself instead of being assertive.. |
| Leadership | Proven ability to lead a group to success, inspiring, down to earth, relates well with peers and superiors. | Has successfully led a community service organization, school club etc. Is able to define his leadership style, but needs encouragement to lead well. | Has worked with other peer groups, occasionally in a leadership role. Can be an effective leader but requires a great deal of support. | Has little to no experience leading groups, does not demonstrate an interest in leadership. | Unable to define leadership. Is uncomfortable when asked to work with others. |
| Tolerance of Others | Enjoys working as a team and is flexible when problems and conflicts arise. Has profound respect for individuals. | Respects individuals and likes working together in a group —able to be flexible most of the time. | Is tolerant of others who are different from him/her but has a few conflicts arise when working in a group with other people. | Demonstrates moderate tolerance towards others but feels unsuccessful working in a group towards a common goal. | Cannot tolerate  Individuals different than him/her. Is unable to work with anyone  in a group setting. |
| Humility | Demonstrates pride in a non-offensive manner, encourages others’ accomplishments. | Is proud of his/her accomplishments, enjoys hearing about the accomplishments of others. | Occasionally brags. | Consistently brags to others. | Egocentric, unable to stop talking about his/her accomplishments. |
| Personality | Very self-aware, is adept at using his/her strengths and weaknesses when working with others. Comfortable speaking in front of groups.\* | Knows his/her personality type and is able to identify the strengths and weaknesses of others when working together. | Can identify some strengths and weaknesses, but is not good at accepting his/her weaknesses and working through them. | Knows a couple strengths and weaknesses, but is not able to overcome his/her weaknesses. Has difficulty working with other personality types. | Unable to define her/her personality. Uncomfortable around others and in groups. |
| Passion to Action | Has a defined passion and has acted upon it by forming their own  program/non‐profit (or in progress). | Has identified a passion and has acted upon it through community service organizations. | Demonstrates passion through serving community organizations, occasionally. | Sort of has an idea of what he/she is passionate about, but hasn’t acted upon it much (if any). | Doesn’t have a passion  defined nor any kind of  community service. |

\* At least one of the pair of Head JCs should be very detail oriented. This makes the planning much smoother!