

Rubric: Leadership – Undergraduate

Student Name: _____ Date: _____

Instructor/Rater: _____ Rating Total: _____

Criterion	Unsatisfactory 1	Below Expectations 2	Meets Expectations 3	Above Expectations 4	Outstanding 5	Score
Create a vision and establish goals for the project	Vision not apparent Goals not established. Project purpose, aims, not clear - done out of need only.	Evidence of a vision but goals not established. Project purpose, aims are partially defined	Evidence of a vision and purpose of project Goals are developed	Clear evidence of project purpose, goals are developed and are consistent with desired outcomes	Extremely well-constructed goals for project. Very clear expression of purpose and vision with steps to attain it	
Communicate effectively	Vision, goals, and tasks were poorly communicated. Followers were not involved in process.	Vision, goals, and tasks were slightly communicated. Followers had low involvement in the process	Vision, goals, and tasks were sufficiently communicated with limited confusion. Followers had some say in project	Vision, goals, and tasks were well communicated Leader engaged. Leader listened to followers' suggestions and feedback	Vision, goals, and tasks extremely well communicated. Leader engaged followers in dialogue about project	
Leadership style	Leader gave no consideration to style and approach. Seemed unable or unwilling to adapt.	Leader chose a style which was ineffective	Leader's style was effective in leading the project	Leader was able to recognize and adapt his or her style in such a way that it improved project quality	Leader fluidly adapted his or her style and approach to meet multiple challenging situations	
Leader/Follower relations	The leader showed no concern or did not try to develop effective relationships	Leader showed minimal concern or only minimally tried to develop effective relationships	Leader developed relationships well enough; it did not interfere with project completion	Leader created effective leader/follower relationships that inspired trust and quality effort	Followers went the extra mile for this person because of the transformational quality of relations established	
Teamwork	Group displayed no evidence of teamwork	Group displayed minimal evidence of teamwork	Group worked together well enough to achieve goals	Group members were highly supportive of goals and each other resulting in effective teamwork	One of the best teams. Everyone was united around a common goal and extremely supportive	