Empathy Facilitator Candidate Scoring Rubric

How to use:
Rate each dimension **1–5** based on written responses + interview impressions.
Add total score → identify **Ideal / Promising / Not Yet Ready** candidates.

🔸 SCORING SCALE (for all categories)

Score	Meaning
5 – Outstanding	Clear mastery or exceptional readiness; strong evidence across examples
4 – Strong	Above-average ability; good examples or insight; small development needs
3 – Adequate	Shows potential; limited demonstration; moderate support needed
2 – Emerging	Weak examples or unclear fit; considerable development required
1 – Low Fit	Minimal evidence or misalignment with facilitator expectations

🔹 DOMAIN RUBRICS

1) Understanding of Empathy (1–5)

Evaluate based on Q5–8

- Uses authentic, personal definition (not buzzwords)
- Demonstrates ability to see others' perspectives
- Gives concrete examples of empathy in action
- Recognizes barriers and importance of empathy

2) Facilitation Potential (1–5)

Evaluate based on Q9–15

- Experience engaging groups
- Comfort holding space for emotion and conflict
- Willingness to model listening, curiosity, vulnerability

- Reflective insight about the facilitator's role
- Evidence of poise or presence

3) Learning Agility + Growth Mindset (1–5)

Evaluate based on Q16–18

- Describes learning from challenge, not avoiding it
- Owns mistakes and integrates feedback
- Demonstrates self-awareness
- Tracks ongoing personal/professional development

4) Commitment to Mission & Impact (1–5)

Evaluate based on Q19–22

- Motivation aligns with student/community benefit
- Intrinsic vs extrinsic interest
- Shows passion for service, education, or SEL
- Bridge to school or organizational goals

5) Readiness & Practical Availability (1–5)

Evaluate based on Q23–25

- Time commitment realistic
- Open to coaching and observation
- Administrative/leadership support (if needed)
- Reliability inferred from tone + completeness

6) Reflection & Personal Purpose (1–5)

Evaluate based on Q26

- Writing shows clarity of vision and humility
- Connects personal strengths to program purpose
- Expresses growth or impact intention
- Inspires confidence or curiosity

📊 TOTAL SCORE

Add scores across 6 dimensions
Possible: 6–30 points

Interpreting Results

Total	Meaning
26–30	**Ideal Candidate** — ready for training & facilitation
22–25	**Promising** — train + lightly support; strong medium-term contributor
17–21	**Emerging Fit** — consider + coach; may be better in future cohort
6–16	**Not Yet Ready** — explore other program roles (observer, learner, partner school rep)

⭐ Optional Tie-Break Criteria (use only if needed)

- Diversity of student or community experience
- Ability to commit to **multi-year** efforts
- Willingness to mentor future facilitators

Next deliverables I can build:

1️⃣ Interview guide
2️⃣ Welcome email + onboarding checklist
3️⃣ Training curriculum arc (Phase 1–3)
4️⃣ Facilitator agreement / expectations charter

Just tell me which you'd like next, Jon.