## School of Business and Industry Leadership Rubric (Revised September 2011)

(Revised September 2011) Leadership skills – the ability to influence the activities of an individual or a group in efforts toward goal achievement

Faculty Name	
Course#/Name, Department	
Semester/Year	
Student Name	

Criteria	Exceeds Expectation	Meets Expectation	Below Expectation	Unacceptable	Score
	(3 points)	(2 points)	(1 point)	(0 points)	
Fostering actions towards	Analyzes a hypothetical	Understands and, with minor	Has some knowledge about	Is not able to analyze a	
achievement of vision,	situation in which the	difficulty, analyzes a	the process of analysis and	hypothetical situation or	
mission, and goals	elements and interaction of	hypothetical situation of the	the interrelatedness of vision,	exhibit an understanding	
	vision, mission, and goals	exhibiting the	mission and goals. Is unable	of the interactive nature	
	can be maximized and lead to	interrelatedness among	to translate this relationship	between vision, mission,	
	an inclusive action plan or	vision, mission, and goals	into planning, work and	and goals, or translate	
	agenda which is clear easily	and plan development.	evaluative agenda.	them into a coherent	
	translated into work tasks,			action plan or agenda.	
	and evaluated when				
	completed				
Utilizing situation, contextual	Is able to identify the	Has some understanding of	Has difficulty understanding	Is not able to explain the	
and cultural aspects of	situational, contextual, and	the situational, contextual	and identifying the	impact of chance, nor	
organizations effectively	cultural aspects of an	and cultural aspects of an	situational, contextual and	articulate the impact of	
	organization which are	organization relative to	cultural aspects of an	changes within and	
	necessary to attain balance	balance and improved	organization relative to	outside an organizational	
	and that will lead to	productivity of individuals	balance and improved	system.	
	improvement in productivity.	and organizations.	productivity of individuals		
			and organizations.		
Understanding the impact of	Is able to analyze and	With limitation, is able to	Has limited understanding	Is not able explain the	
change	articulate the impact of	analyze and articulate the	and difficulty analyzing and	impact of chance, nor	
	change within and outside an	impact of change within and	explaining the impact of	articulate the impact of	
	organizational system.	outside of an organizational	change within and outside of	change within and outside	
		system	an organizational system	an organizational system.	
Understanding the dynamics	Is able to make informed	Is generally able to make	Has difficulty in making	Is not able to make	
of change and its impact on	choices and synthesize the	informed choices and	informed choices and	informed choices, nor	
the human condition	potential gains and limitation	synthesize the potential gains	synthesizing the potential	compare and contrast the	
	of the dynamics of change	and limitations of the	gains and limits of the	potential gains and	
	and its impact on human	dynamics of change and its	dynamic of change and its	limitation of the dynamics	
	conditions and performance	impact on human conditions	impact on human conditions	of change and its impact	
		and performance	and performance	on human conditions and	
				performances.	

Total
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