**SAMPLE RUBRIC FOR OBSERVING/MEASURING SKILLS**

As you observe this person utilizing the skills addressed in training, please complete this rubric at two points in time; both on a “pre” basis, before they begin using their new skills, and then again at “post,” after he/she has had a chance to use and develop skills over time.

Name of Person Being Observed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date of administration:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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|  | **1**  **Those who score here still need additional training or coaching** | **2**  **Those who score here still need coaching but he/she shows early signs the skill may emerge** | **3**  **Those who score here are beginning to use this skill and need less coaching then before** | **4**  **Those who score here are making good progress; they apply themselves to the skill as needed** | **5**  **Those who score here consistently utilize their new skills; they are good role models for others** |
| **Skill Area One:**  (description) |  |  |  |  |  |
| **Skill Area Two:**  (description) |  |  |  |  |  |
| **Skill Area Three:**  (description) |  |  |  |  |  |
| **Skill Area Four:**  (description) |  |  |  |  |  |
| **Skill Area Five**:  (description) |  |  |  |  |  |