# Ethical Leadership Rubric
## Student Leader Learning Outcomes (SLLO) Project

**Name of Student:**

**Date Completed:**

<table>
<thead>
<tr>
<th>ETHICAL LEADERSHIP OUTCOMES</th>
<th>NOVICE</th>
<th>TRANSITION</th>
<th>INTERMEDIATE</th>
<th>TRANSITION</th>
<th>ADVANCED</th>
</tr>
</thead>
</table>
| **TRUSTWORTHINESS** | • Presents information that is often inaccurate or intentionally harmful to others  
• Rarely protects confidential information  
• Follows rules only when it is beneficial for personal gain  
• Exhibits positive behavior only when it is beneficial for personal gain  
• Fulfills some commitments and responsibilities but lets most drop without concern  
• Is known for trying to deceive others through words and/or behaviors | • Presents information that may, at times, be inaccurate or unintentionally harm or damage others  
• Protects confidential information only sometimes  
• Follows rules most of the time but may disregard some for personal or organizational gain.  
• Behavior fluctuates depending on the situation and time  
• Fulfills most commitments and responsibilities and tries to make amends for those that are dropped  
• Is honest most of the time but has been known to try and deceive others through words and/or behaviors | • Presents information that may, at times, be inaccurate or unintentionally harm or damage others  
• Protects confidential information only sometimes  
• Follows rules most of the time but may disregard some for personal or organizational gain.  
• Behavior fluctuates depending on the situation and time  
• Fulfills most commitments and responsibilities and tries to make amends for those that are dropped  
• Is honest most of the time but has been known to try and deceive others through words and/or behaviors | • Presents accurate information with no intent to harm or damage others  
• Consistently follows rules  
• Exhibits consistently positive behavior over time and across situations  
• Consistently fulfills commitments and responsibilities  
• Is honest and does not attempt to deceive others in words and/or behavior |  |
| **RESPECT** | • Often interrupts others who are talking.  
• Cannot provide accurate feedback or questions for what is being said.  
• Does not understand some the personal characteristics of individuals within the organization and often uses language and/or behavior that could be considered offensive to them  
• Does not address conflicts or does so in an unproductive manner  
• Rarely asks others to participate in decision-making as their ability and knowledge allows | • Sometimes interrupts others who are talking  
• Can sometimes provide accurate feedback or questions for what is being said  
• Understands only some the personal characteristics of individuals within the organization and may sometimes use language and/or behavior that could be considered offensive to them  
• Directly addresses conflicts with others but may not always do so in a productive manner  
• Sometimes asks others to participate in decision-making as their ability and knowledge allows | • Listens to others without interrupting  
• Can provide accurate feedback or questions for what is being said  
• Understands the personal characteristics of individuals within the organization and avoids language and/or behavior that could be considered offensive to them  
• Directly addresses conflicts with others in a productive manner  
• Always asks others to participate in decision-making as their ability and knowledge allows |  |
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<tbody>
<tr>
<td></td>
<td>Awareness or Base Level Knowledge</td>
<td>From Novice to Intermediate</td>
<td>Apply the concept somewhat</td>
<td>From Intermediate to Advanced</td>
<td>Intentional and Effective Application</td>
</tr>
</tbody>
</table>
| **RESPONSIBILITY**         | • Does not finish tasks on time and often fails to meet expectations  
• Rarely accepts blame for activities performed incorrectly and does not try to solve the problem  
• Rarely shares credit for activities performed with others  
• Does not seek ways to improve personal or organizational performance  
• Takes action before creating a plan and does not consider possible consequences to actions | • Finishes tasks on time and meets expectations but rarely tries to perform tasks earlier or better than expected.  
• Sometimes accepts blame for activities performed incorrectly and only tries to solve the problem when prompted  
• Sometimes shares credit for activities performed with others  
• Sometimes seeks ways to improve personal or organizational performance  
• Designs a plan before taking action but it lacks some needed detail; sometimes considers possible consequences to actions | • Finishes all tasks ahead of schedule and tries to exceed expectations  
• Accepts blame for activities performed incorrectly and proactively tries to solve the problem  
• Always shares credit for activities performed with others  
• Always seeks ways to improve personal or organizational performance  
• Plans carefully and thoroughly before taking action; considers possible consequences to actions |
| **FAIRNESS**               | • Does not seek or consider other opinions or viewpoints before making decisions  
• Often gives individuals or groups special privileges that are not available to others in the organization  
• Applies rules inconsistently throughout the organization and across time | • Seeks some opinions or viewpoints but does not consider them before making decisions  
• Sometimes gives individuals or groups special privileges that are not available to others in the organization  
• Applies rules throughout the organization but may not be consistent over time | • Seeks all opinions or viewpoints and evaluates them thoroughly before making decisions  
• Does not give individuals or groups special privileges that are not available to others in the organization  
• Applies rules consistently throughout the organization and across time |
| **CARING**                 | • Rarely considers how decisions may impact others in terms of their opinions, emotions, or needs  
• Is not aware of individual needs within the organization  
• Rarely provides personal time and effort to individuals in the organization who need assistance  
• Rarely thanks others in the organization for their contributions | • Sometimes considers how decisions may impact others in terms of their opinions, emotions, or needs  
• Is aware of individual needs within the organization but does not respond to them  
• Sometimes provides personal time and effort to individuals in the organization who need assistance  
• Sometimes thanks others in the organization for their contributions | • Always considers how decisions may impact others in terms of their opinions, emotions, or needs  
• Is aware of and responds to individual needs within the organization  
• Often provides personal time and effort to individuals in the organization who need assistance  
• Regularly thanks others in the organization for their contributions |
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<tr>
<td>CIVILIZING</td>
<td></td>
<td>From Novice to Intermediate</td>
<td>Apply the concept somewhat</td>
<td>From Intermediate to Advanced</td>
<td>Intentional and Effective Application</td>
</tr>
<tr>
<td>• Does not understand the norms and rules of the organization</td>
<td>• Understands but does not always abide by the norms and rules of the organization</td>
<td>• Understands and abides by the norms and rules of the organization</td>
<td>• Actively seeks ways to improve the organization</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Rarely seeks ways to improve the organization</td>
<td>• Sometimes seeks ways to improve the organization</td>
<td>• Actively participates in organizational decisions and activities</td>
<td>• Actively participates in organizational decisions and activities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Rarely cooperates with others to accomplish organizational responsibilities</td>
<td>• Sometimes cooperates with others to accomplish organizational responsibilities</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>• Rarely follows the directives of organizational authorities</td>
<td>• Sometimes follows the directives of organizational authorities</td>
<td></td>
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### COMMENTS:

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