

## Ethical Leadership Rubric

### Student Leader Learning Outcomes (SLLO) Project

Name of Student:

Date Completed:

ETHICAL LEADERSHIP OUTCOMES	<u>NOVICE</u> Awareness or Base Level Knowledge	<u>TRANSITION</u> From Novice to Intermediate	<u>INTERMEDIATE</u> Apply the concept somewhat	<u>TRANSITION</u> From Intermediate to Advanced	<u>ADVANCED</u> Intentional and Effective Application
<b>TRUSTWORTHINESS</b>	<ul style="list-style-type: none"> <li>• Presents information that is often inaccurate or intentionally harmful to others</li> <li>• Rarely protects confidential information</li> <li>• Follows rules only when it is beneficial for personal gain</li> <li>• Exhibits positive behavior only when it is beneficial for personal gain</li> <li>• Fulfills some commitments and responsibilities but lets most drop without concern</li> <li>• Is known for trying to deceive others through words and/or behaviors</li> </ul>		<ul style="list-style-type: none"> <li>• Presents information that may, at times, be inaccurate or unintentionally harm or damage others</li> <li>• Protects confidential information only sometimes</li> <li>• Follows rules most of the time but may disregard some for personal or organizational gain.</li> <li>• Behavior fluctuates depending on the situation and time</li> <li>• Fulfills most commitments and responsibilities and tries to make amends for those that are dropped</li> <li>• Is honest most of the time but has been known to try and deceive others through words and/or behaviors</li> </ul>		<ul style="list-style-type: none"> <li>• Presents accurate information with no intent to harm or damage others</li> <li>• Protects confidential information at all times</li> <li>• Consistently follows rules</li> <li>• Exhibits consistently positive behavior over time and across situations</li> <li>• Consistently fulfills commitments and responsibilities</li> <li>• Is honest and does not attempt to deceive others in words and/or behavior</li> </ul>
<b>RESPECT</b>	<ul style="list-style-type: none"> <li>• Often interrupts others who are talking.</li> <li>• Cannot provide accurate feedback or questions for what is being said.</li> <li>• 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</li> <li>• Does not address conflicts or does so in an unproductive manner</li> <li>• Rarely asks others to participate in decision-making as their ability and knowledge allows</li> </ul>		<ul style="list-style-type: none"> <li>• Sometimes interrupts others who are talking</li> <li>• Can sometimes provide accurate feedback or questions for what is being said</li> <li>• 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</li> <li>• Directly addresses conflicts with others but may not always do so in a productive manner</li> <li>• Sometimes asks others to participate in decision-making as their ability and knowledge allows</li> </ul>		<ul style="list-style-type: none"> <li>• Listens to others without interrupting</li> <li>• Can provide accurate feedback or questions for what is being said</li> <li>• Understands the personal characteristics of individuals within the organization and avoids language and/or behavior that could be considered offensive to them</li> <li>• Directly addresses conflicts with others in a productive manner</li> <li>• Always asks others to participate in decision-making as their ability and knowledge allows</li> </ul>

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<b>RESPONSIBILITY</b>	<ul style="list-style-type: none"> <li>• Does not finish tasks on time and often fails to meet expectations</li> <li>• Rarely accepts blame for activities performed incorrectly and does not try to solve the problem</li> <li>• Rarely shares credit for activities performed with others</li> <li>• Does not seek ways to improve personal or organizational performance</li> <li>• Takes action before creating a plan and does not consider possible consequences to actions</li> </ul>		<ul style="list-style-type: none"> <li>• Finishes tasks on time and meets expectations but rarely tries to perform tasks earlier or better than expected.</li> <li>• Sometimes accepts blame for activities performed incorrectly and only tries to solve the problem when prompted</li> <li>• Sometimes shares credit for activities performed with others</li> <li>• Sometimes seeks ways to improve personal or organizational performance</li> <li>• Designs a plan before taking action but it lacks some needed detail; sometimes considers possible consequences to actions</li> </ul>		<ul style="list-style-type: none"> <li>• Finishes all tasks ahead of schedule and tries to exceed expectations</li> <li>• Accepts blame for activities performed incorrectly and proactively tries to solve the problem</li> <li>• Always shares credit for activities performed with others</li> <li>• Always seeks ways to improve personal or organizational performance</li> <li>• Plans carefully and thoroughly before taking action; considers possible consequences to actions</li> </ul>
<b>FAIRNESS</b>	<ul style="list-style-type: none"> <li>• Does not seek or consider other opinions or viewpoints before making decisions</li> <li>• Often gives individuals or groups special privileges that are not available to others in the organization</li> <li>• Applies rules inconsistently throughout the organization and across time</li> </ul>		<ul style="list-style-type: none"> <li>• Seeks some opinions or viewpoints but does not consider them before making decisions</li> <li>• Sometimes gives individuals or groups special privileges that are not available to others in the organization</li> <li>• Applies rules throughout the organization but may not be consistent over time</li> </ul>		<ul style="list-style-type: none"> <li>• Seeks all opinions or viewpoints and evaluates them thoroughly before making decisions</li> <li>• Does not give individuals or groups special privileges that are not available to others in the organization</li> <li>• Applies rules consistently throughout the organization and across time</li> </ul>
<b>CARING</b>	<ul style="list-style-type: none"> <li>• Rarely considers how decisions may impact others in terms of their opinions, emotions, or needs</li> <li>• Is not aware of individual needs within the organization</li> <li>• Rarely provides personal time and effort to individuals in the organization who need assistance</li> <li>• Rarely thanks others in the organization for their contributions</li> </ul>		<ul style="list-style-type: none"> <li>• Sometimes considers how decisions may impact others in terms of their opinions, emotions, or needs</li> <li>• Is aware of individual needs within the organization but does not respond to them</li> <li>• Sometimes provides personal time and effort to individuals in the organization who need assistance</li> <li>• Sometimes thanks others in the organization for their contributions</li> </ul>		<ul style="list-style-type: none"> <li>• Always considers how decisions may impact others in terms of their opinions, emotions, or needs</li> <li>• Is aware of and responds to individual needs within the organization</li> <li>• Often provides personal time and effort to individuals in the organization who need assistance</li> <li>• Regularly thanks others in the organization for their contributions</li> </ul>

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<b>CITIZENSHIP</b>	<ul style="list-style-type: none"> <li>• Does not understand the norms and rules of the organization</li> <li>• Rarely seeks ways to improve the organization</li> <li>• Rarely cooperates with others to accomplish organizational responsibilities</li> <li>• Rarely follows the directives of organizational authorities</li> <li>• Rarely participates in organizational decisions and activities</li> </ul>		<ul style="list-style-type: none"> <li>• Understands but does not always abide by the norms and rules of the organization</li> <li>• Sometimes seeks ways to improve the organization</li> <li>• Sometimes cooperates with others to accomplish organizational responsibilities</li> <li>• Sometimes follows the directives of organizational authorities</li> <li>• Sometimes participates in organizational decisions and activities</li> </ul>		<ul style="list-style-type: none"> <li>• Understands and abides by the norms and rules of the organization</li> <li>• Actively seeks ways to improve the organization</li> <li>• Regularly cooperates with others to accomplish organizational responsibilities</li> <li>• Follows the directives of organizational authorities</li> <li>• Actively participates in organizational decisions and activities</li> </ul>

**COMMENTS:**

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