

Blues Program

Leader Competence Assessment scoring key

1. Leaders express ideas clearly and at an appropriate pace.

100	Superior	Leaders are unusually articulate and express ideas in ways that all group members understand. Perfect pace.
90 80	Excellent/Above average	Ideas are expressed in a very clear manner. Pace follows the needs of group members.
70 60	Good/Average	Ideas are expressed in a clear manner and at a pace which is easy to follow.
50 40	Fair/Below Average	Ideas are expressed in a clear manner OR pace is appropriate but not both.
30 20	Poor	Leaders are difficult to follow and the session proceeds at an uncomfortable pace.

2. Leaders are organized.

100 90	Superior	Session runs seamlessly
80	Excellent/Above average	Leaders appear very organized and well prepared.
70 60	Good/Average	Leaders appear organized and well-prepared in the session.
50 40	Fair/Below Average	Leaders appear marginally organized or prepared in session.
30 20	Poor	Leaders appear disorganized or ill-prepared in the session.

3. Leaders keep group members on task during session.

100	Superior	Leaders are unusually skillful at keeping group on topic, expertly deflecting several attempts by different members to go off-topic.
90 80	Excellent/Above average	Leaders very skillfully keep members on task. No off-topic discussion.
70 60	Good/Average	Leaders keep members on task, tactfully limiting discussion off the topic. Less than 1 minute of off-topic discussion.
50 40	Fair/Below Average	Leaders occasionally allow discussion to stray from the task at hand, but this is a small problem.
30 20	Poor	Leaders frequently allow discussion to stray from the task and off-topic discussion is a major problem.

4. Leaders attempt to provide approximately equal speaking time for all members.

100	Superior	Leaders do an unusually skillful job of handling very outspoken and/or very quiet group members.
90 80	Excellent/Above average	Leaders do an excellent job of promoting equal speaking time for all.
70 60	Good/Average	Leaders tactfully promote approximately equal speaking time for all group members.
50 40	Fair/Below Average	Leaders either tactfully draw out quiet individuals OR avoid domination of the group by a few outspoken members but not both.
30 20	Poor	Leaders allow domination of the group by a few outspoken members AND fail to draw out quiet members.

5. Leaders solicit feedback.

100	Superior	Leaders do an unusually good job of soliciting feedback from group members to ensure that material is clearly understood by all.
90 80	Excellent/Above average	Leaders are especially adept at eliciting and responding to verbal and nonverbal feedback throughout the session.
70 60	Good/Average	Leaders elicit feedback from all group members and ask enough questions to be sure that members understand the material.
50 40	Fair/Below Average	Leaders elicit feedback from some members but do not ask enough questions to be sure that all members understand the material.
30 20	Poor	Leaders do not ask for feedback to determine members' understanding of, and response to, the session.

6. Leaders listen and understand.

100	Superior	Leaders are extremely perceptive and empathic. Unusually good listening skills.
90 80	Excellent/Above average	Leaders seem to clearly understand the members and are adept at communicating this understanding through appropriate verbal and nonverbal responses. Excellent listening and empathic skills.
70 60	Good/Average	Good listening skills as indicated by ability to respond to subtle communications.
50 40	Fair/Below Average	Leaders are generally able to reflect or rephrase what the members explicitly said but fail to respond to more subtle communication. Limited ability to listen and empathize.
30 20	Poor	Leaders repeatedly failed to understand what the members explicitly said and thus consistently missed the point. Poor empathic skills.

7. Leaders communicate acceptance and respect.

100	Superior	Leaders convey an unusually high level of genuine acceptance and respect for each and every group member.
90 80	Excellent/Above average	Leaders clearly and consistently communicate acceptance and respect to all group members (acceptance should not be confused with approval of the person's behavior).
70 60	Good/Average	Leaders communicate acceptance and respect to the group.
50 40	Fair/Below Average	Leaders are inconsistent in communicating acceptance and respect.
30 20	Poor	Leaders fail to communicate acceptance and respect and may be perceived as judgmental, harsh, disrespectful or condescending.

8. Leaders are enthusiastic.

100	Superior	Leaders do an unusually good job of being genuinely enthusiastic about the course. They are infectious with their enthusiasm.
90 80	Excellent/Above average	Leaders convey a very enthusiastic attitude about the course and likelihood of improvement.
70 60	Good/Average	Leaders convey a positive attitude about course and likelihood of improvement.
50 40	Fair/Below Average	Leaders either a) convey neither lively positive attitude nor a tired, angry, or negative attitude; Or b) leaders vary from a lively positive attitude to a tired, angry, or negative attitude.
30 20	Poor	Leaders appear tired, angry, and slash or lethargic, or convey a negative attitude about course and likelihood of improvement.

9. Leaders are warm.

100	Superior	Leaders convey a high degree of genuine warmth and interest in all group members.
90 80	Excellent/Above average	Leaders convey warmth and interest in all group members.
70 60	Good/Average	Leaders convey warmth and interest in the group as a whole.
50 40	Fair/Below Average	Neutral. Leaders are neither warm nor cold.
30 20	Poor	Leaders appeared detached and aloof; uninterested in group members.

10. Leaders skillfully handled any special problems arising during the session (if applicable).

100	Superior	Leaders were extremely skillful at handling several unusual problems.
90 80	Excellent/Above average	Leaders were very skillful at handling special problem or situation
70 60	Good/Average	Leaders were moderately skillful at handling a special problem.
50 40	Fair/Below Average	Leaders' response to a problem was minimally adequate
30 20	Poor	Leaders could not deal adequately with special problems that arose during the session.

11. Overall tone of the teens during the session.

100	Superior	The tone of this session is perfect: engaged, fun, focused and productive.
90 80	Excellent/Above average	The tone of the session is very positive.
70 60	Good/Average	The tone of this session is generally up.
50 40	Fair/Below Average	The tone of the session is neutral or varies considerably.
30 20	Poor	Tone of session is genuine generally down.