



PNM Voting Rubric

For many Chapters, using a rubric to evaluate Potential New Members can be helpful. Below is an example of a rubric that can be adapted to fit the needs of your Chapter when evaluating Potential New Members during Recruitment.

EXCELLENT	VERY GOOD	GOOD	FAIR	POOR
<i>Engagement - interest, participation in events, communication</i>				
<ul style="list-style-type: none"> Asks a lot of questions and follows up Demonstrates strong knowledge of PSP, mission, values, etc. Comes early or stays late at events Fully engaged in all activities 	<ul style="list-style-type: none"> Asks a lot of questions Demonstrates strong knowledge of PSP and interest in learning more On time and engaged in activities the entire time 	<ul style="list-style-type: none"> Asks a lot of questions Demonstrates some knowledge of PSP and interest in learning more On time and engaged in activities the entire time 	<ul style="list-style-type: none"> Asks some questions Demonstrates some knowledge of PSP On time and stays until the end of events Not engaged in activities Not interested in PSP outside of events 	<ul style="list-style-type: none"> Asks no questions Demonstrates no knowledge of PSP Shows up late or leaves early Not engaged in activities Seems uninterested in PSP overall
<i>Attitude - demeanor, behavior, interactions with Members</i>				
<ul style="list-style-type: none"> Enthusiastically interacts with Members Highly professional in all conversations Demonstrates positivity toward PSP Eager to meet new people and experience new things 	<ul style="list-style-type: none"> Initiates conversations and answers questions Professional behavior and appropriate conversations Seems positive about PSP and open to new people and new experiences 	<ul style="list-style-type: none"> Interacts with Members superficially Professional behavior, stays on topic in conversations Neutral attitude toward PSP Demonstrates general openness 	<ul style="list-style-type: none"> Responds to Members when approached Mostly professional with some rude or inappropriate comments Some negativity but open to learning more and changing attitude 	<ul style="list-style-type: none"> Seems uninterested in meeting Members Rude or standoffish behavior toward Members Discusses inappropriate topics Negative toward PSP or in general
<i>Participation - attendance at events, additional activities</i>				
<ul style="list-style-type: none"> Attendance at all Recruitment-related events Participates in optional opportunities to interact with Members outside of Recruitment 	<ul style="list-style-type: none"> Attendance at all Recruitment-related events 	<ul style="list-style-type: none"> Attendance at more than half of Recruitment-related events 	<ul style="list-style-type: none"> Attendance at two Recruitment-related events 	<ul style="list-style-type: none"> Attendance at only one Recruitment-related event
<i>Inclusiveness - interactions with PNMs, including others</i>				
<ul style="list-style-type: none"> Highly engaged with other PNMs Treats PNMs and Members with equal cordiality and respect Demonstrates leadership in intentionally including other PNMs and making introductions 	<ul style="list-style-type: none"> Interacts with other PNMs appropriately Appears to have established rapport with some familiar PNMs Includes other PNMs in activities and conversations with Members 	<ul style="list-style-type: none"> Interacts with other PNMs appropriately No noticeable difference between the way that PNMs and Members are treated Responsive to efforts from other PNMs who initiate conversation 	<ul style="list-style-type: none"> Acknowledges other PNMs who are already familiar Treats PNMs differently than Members Only interacts with PNMs who are unfamiliar when required to 	<ul style="list-style-type: none"> Ignores other PNMs entirely Treats PNMs differently than Members Makes other PNMs uncomfortable Appears to intentionally exclude other PNMs