



**OVET Interview Rubric & Scoring [revised 10.5.17]**

Question	Key indicators of fit /listen-fors	Rating <sup>1</sup> and/or # of key listen-fors
<p><b>2. What interests you about being on the Older Veteran Engagement Team?</b></p>	<input type="checkbox"/> Helping fellow veterans <input type="checkbox"/> Medical or social research <input type="checkbox"/> Likes working with people <input type="checkbox"/> Wants to make a difference (benevolent)	
<p><b>3. Do you have any prior experience serving on a committee like the Older Veteran Engagement Team?</b></p>	<input type="checkbox"/> Evidence that candidate was able to help resolve differences <input type="checkbox"/> Liked working with people <input type="checkbox"/> Liked contributing/helping <input type="checkbox"/> Completed their term <input type="checkbox"/> Actually helped to start or form a committee <input type="checkbox"/> History of civic engagement (serving on multiple committees over time)	
<ul style="list-style-type: none"> <li><b>How about at work or in the community?</b></li> <li><b>Please share some of your experiences with this/these committee(s)?</b></li> </ul>	<p>Rubric</p> <ol style="list-style-type: none"> <li>Has not served on a committee to date</li> <li>Had some brief or informal committee experience</li> <li>Participated in a committee (for full term or for some significant period)</li> <li>Served in a leadership capacity on a committee, perhaps helping to initiate or form committee</li> <li>Has experience serving on multiple boards in a variety of contexts (work and/or a community volunteer)</li> </ol>	<p>Rating: 1 2 3 4 5            Related comments:</p>

<sup>1</sup> Please note that a relatively lower rating on the associated rubric is not necessarily a negative. We might prioritize the selection of members who represent the full spectrum represented by a particular anchored rating scale.



Rating: 1 2 3 4 5  
 Related comments:

**4. Prior experience with research is not necessary in order to serve on OVET. But, we're curious if candidates have had any prior research involvement. Have you had any type of research experience?**

Rubric

1. No formal research experience to date
2. Read some research on topics of interest
3. Participated in research as a study subject
4. Did research as part of career/work. (Industry or academia?)
5. Served as an expert on a panel or review committee

**5. What special skills, interests or background would you contribute to the group if you were selected to be a part of OVET?**

- Contributing/helping toward a greater cause
- Experience with conflict resolution, group dynamics
- Patience, diligence, commitment
- Rich, diverse background of experiences (in work, life)
  - Blue collar work experience
  - White collar work experience
 } Both may be applicable
- Curiosity (most motivated by opportunity to listen, learn and contribute rather than being right)

**6. Have you ever been in a group situation in which someone had an opinion that was different than yours?**

- Result: able to move forward? Learned from experience?
- Action: worked with others
- Evidence of ability to facilitate resolution
- Red flag: blaming, scapegoating, no evidence that individual is self-reflective about their own role

- What was the result?
- What action did you take that helped the group move forward?



**7. What has been your experience with the VA?**

**[If a Veteran:]**

- **What are some of the services you have received?**

**[If a Caregiver:]**

- **What are some of the services the Veteran you care for has accessed?**
- **What are some of the services you have accessed as a caregiver?**

**8. What else you would like us to know about you?**

- Comments have positive valence (e.g., perceives positive value in what VA provides)
- Comments are neutral (e.g., person does not have direct experience and does not offer any indication regarding attitude toward VA)
- Comments are ambivalent (e.g., person indicates that he/she has had both negative and positive experiences)
- Comments have negative valence
- Red flag: if they feel strongly one way or another about their experience

**Rubric**

1. No experience with VA or associated services
2. Had some experience but it was not recent (longer ago than 2-3 years)
3. Do not receive treatment but utilize other benefits; may engage VA a couple of times a year (e.g., for disability)
4. Receives treatment through the VA and other providers/carriers
5. 100% service connected (receives all of their health care through the VA)

Note how long they have utilized VA services:

Types of services utilized:

Rating: 1 2 3 4 5

Related comments: