

Each of the five Interview scenarios on the NIC Interview and Performance exam is rated on three domains. The domains are rated on a scale of one to four, with four being the highest. Below is a chart of the domains and the ratings that correspond to the candidate's response.

NIC Interview Examination Rubric Anchors

	Rating I	Rating II	Rating III	Rating IV
Overarching description	Exhibits a rigid or incorrect analysis of the problem(s) and/or solution(s).	Exhibits superficial and one-dimensional analysis of the problem(s) and/or solution(s).	Exhibits a thoughtful and positive approach to the problem(s) and solution(s).	Exhibits integrity, confidence, critical thinking, and focus in analysis of the problem(s) and solution(s).
Domain #1 Identification of problem or conflict	<p>The candidate's response might lack identification of problem or conflict between the situation and the interpreter code of ethics, policies, procedures, and/or laws, as applicable.</p> <p>The candidate's response might provide insufficient discussion of a single perspective.</p>	<p>The candidate's response might identify the problem or conflict between the situation and the interpreter code of ethics, policies, procedures, and/or laws as applicable.</p> <p>The candidate's response might provide a discussion of a single perspective with minimal expansion.</p>	<p>The candidate's response will identify and sufficiently describe the problem or conflict between the situation and the interpreter code of ethics, policies, procedures, and/or laws, as applicable.</p> <p>The candidate's response will provide a sufficient discussion of at least two perspectives including, if applicable, the D/deaf consumer's perspective.</p>	<p>The candidate's response will describe clearly and comprehensively the problem or conflict between the situation and the interpreter code of ethics, policies, procedures, and/or laws, as applicable.</p> <p>The candidate's response will provide a substantial discussion of perspectives of involved parties.</p>
Domain #2 Construction of a decision or solution	<p>The candidate's response might contain a single perspective (e.g., D/deaf or hearing consumer, interpreter, system).</p> <p>The candidate's response might lack a reasonable solution.</p> <p>The candidate's response might contain a solution that is incorrect, inflexible, and/or irrelevant.</p>	<p>The candidate's response might contain a single perspective (e.g., D/deaf or hearing consumer, interpreter, system) with minimal expansion.</p> <p>The candidate's response might present an ineffective solution, or present an effective solution with no explanation.</p>	<p>The candidate's response will contain sufficient discussion of at least two perspectives including, if applicable, the D/deaf consumer's perspective.</p> <p>The candidate's response will present an effective solution(s) to the problem with sufficient explanation.</p>	<p>The candidate's response will provide a substantial discussion of perspectives of involved parties.</p> <p>The candidate's response will present a successful solution(s) using, as applicable, (1) reasoning as influenced by past and present practices and (2) resources.</p>

<p>Domain#3 Consequences of a decision or solution</p>	<p>The candidate's response might lack discussion of the potential consequences.</p>	<p>The candidate's response might contain minimal discussion of potential consequences.</p>	<p>The candidate's response will contain sufficient discussion of the short-term effects.</p>	<p>The candidate's response will contain sufficient discussion of both the short-term and long-term effects that might include cultural, political, and/or sociological implications.</p>
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