DOCTORAL STUDENT DISPOSITION ASSESSMENT

HIGHER EDUCATION ADMINISTRATION PROGRAM
ST. CLOUD STATE UNIVERSITY
COLLEGE OF EDUCATION

Date: _____

Student: _____ □ **Self-Assessment**

Evaluator: _____ □ **Faculty Assessment**

Instructions: Indicate the extent to which the student demonstrates the following behaviors. Please refer to the **Rubric for the Assessment of Dispositions** for specific elements for each level of performance. The evaluator is required to make comments explaining any disposition judged to be at the "Area of Need" level.

Disposition	Area for Improvement	Area of Competence	Area of Strength
Professional			
Demonstrate professional appearance, maturity, self-monitoring, and control of emotions and behavior.			
Display commitment to the field of higher education administration.			
Display positive attitude and affect.			
Ethical			
Follow applicable legal and ethical guidelines, including confidentiality.			
Exhibit sound judgment, trustworthiness, and honesty.			
Express, demonstrate, and enact inclusivity and cultural sensitivity in behaviors and language.			
Collaborative			
Display the ability to develop and maintain positive working relationships with colleagues.			
Foster collaboration and good will among and between constituents and stakeholders, and seek "win-win" solutions to problems.			
Use communication behaviors that are appropriate to the setting and to the interpersonal relationships of the communication partners.			
Respect and maintain boundaries of self and others.			
Goal Directed			
Demonstrate initiative, resourcefulness, creativity, and vision.			
Delegate responsibilities and authority judiciously and fairly.			
Reflect independently and incorporate reflective insights into practice.			
Open to Personal Growth			
Demonstrate adaptability when confronted with ambiguity, change, and conflict.			
Receive, interpret, and use constructive feedback.			

_____ _____
Evaluator's Signature Date

_____ _____
Student's Signature Date

(Signature acknowledges review of form, not necessarily agreement) □ Comments attached