

## Realistic Self-Appraisal

**Definition of Realistic Self-Appraisal:** Active, persistent, and careful reflection on beliefs, values, attitudes, ethics, and emotions that motivate one to take action. Identify personal strengths and areas for improvement.

**Response Options:** Please use the same response options for each of these questions, starting with Strongly agree, Agree, Neither agree nor disagree, Disagree, Strongly disagree

**Overarching Question:** After participating in ...I am better equipped to reflect on my beliefs, values, attitudes, ethics, and emotions.

**Detailed Questions:** The questions in the table below are separated out by different levels of Bloom's Taxonomy starting with items that are more introductory and moving towards applying ideas or analyzing and synthesizing ideas.

Each item starts the same way: After participating in [event or program here], I am better equipped to...

Know/Comprehend	Apply
<ul style="list-style-type: none"> <li>• Reflect on who I am</li> <li>• Reflect on my [beliefs, values, attitudes, ethics, emotions]</li> <li>• Reflect on my past actions and how they may have impacted others</li> <li>• Reflect on the influence of _____ in my life. (e.g., gender, race, ethnicity, sexual orientation, economic status, disability, religion, etc.)</li> <li>• Reflect on how I have grown</li> <li>• Identify the factors that influence my identity</li> <li>• Determine how my personal attitudes affect my actions</li> <li>• Identify my strengths</li> <li>• Recognize my areas of improvement</li> <li>• Manage my emotions</li> <li>• Recognize how my emotions affect me</li> <li>• Recognize how my emotions affect others</li> <li>• Feel confident in who I am</li> <li>• Feel confident in what I believe</li> <li>• Feel positive about who I am</li> <li>• Use self-reflection to understand social experiences</li> <li>• Judge myself more by my own standards and less by what others value</li> </ul>	<ul style="list-style-type: none"> <li>• Act in line with my [beliefs, values, ethics]</li> <li>• Articulate my [beliefs, values, attitudes, ethics, emotions]</li> <li>• Make decisions based on who I am</li> <li>• Make decisions based on what I believe</li> <li>• Make decisions in line with my values/beliefs in the face of uncertainty</li> <li>• Articulate areas I have grown</li> <li>• Share my thoughts</li> <li>• Share my opinions</li> <li>• Advocate for who I am</li> <li>• Advocate for what I believe</li> <li>• Connect my thoughts, feelings, behaviors, and goals</li> <li>• Set personal goals</li> <li>• Take responsibility for (myself/my choices/my actions)</li> <li>• Make decisions under pressure</li> <li>• Challenge myself to work on my areas of improvement</li> <li>• Use self-reflection to make meaning of my experiences</li> <li>• Use self-reflection to make meaning of interactions with others</li> <li>• Ask for feedback from others</li> <li>• Give feedback to others</li> <li>• Use feedback from others to make improvements</li> <li>• Represent myself authentically</li> </ul>

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	<b>Beginning</b>	<b>Developing</b>	<b>Competent</b>	<b>Advanced</b>
<b>Reflection</b>	Sense of beliefs and ethics are guided by external forces rather than internal reflection and conviction	Sense of beliefs and ethics guided by self-reflection, easily influenced by external forces	Regularly reflects on, shares with others, and acts in accordance with their [beliefs, attitudes, ethics, emotions]	Reflects and takes action on [beliefs, attitudes, ethics, emotions], fosters self-appraisal in others, shows respect for others [beliefs, attitudes, ethics, emotions]
<b>Self-Management</b>	Not yet able to identify or convey own [beliefs, values, attitudes, ethics, emotions]	<b>With support,</b> recognizes and articulates own [beliefs, values, attitudes, ethics, emotions], begins to accept who they are, and ways to advocate for their needs; learning to manage emotions	Recognizes and articulates own [beliefs, values, attitudes, ethics, emotions], accepts who they are, advocates for their needs, manages emotions	Helps others recognize and articulate their beliefs, values, attitudes, ethics, emotions.
<b>Strengths &amp; Growth</b>	Not yet able to identify their strengths and potential areas of growth	Can identify but not yet articulate and share their strengths and/or areas of growth, needs prompting to continue to reflect further or seek out opportunities in alignment with strengths and growth areas	<b>With encouragement and support,</b> takes advantage of opportunities to maintain strengths and grow in new areas (not sure if it's a big deal but the highlighted phrase is in two different areas (developing and competent.) Do we have to be consistent?	Seeks out opportunities to maintain strengths and grow in new areas.