

Mitch's PostBacc Research Assistant Recommendation Form

Hi, I understand that writing letters of recommendation is very time consuming. If you prefer, I have developed a very easy form instead to share your thoughts about your student who applied for a postbacc position in my lab.

Please note that this form uses a unique rating scale:

- 1 = A competent undergraduate student. Performs as well as the typical undergrad
- 2 = An exemplary undergraduate student.
- 3 = Already performing at the level of a beginning graduate student. Skills are commensurate with a typical student admitted to a doctoral psychology program
- 4 = One of the best you have ever encountered. A true star in the making. Will be a top graduate student one day.

Attribute	Rating
Social Skills (will need to be accessible and very likeable among female adolescents and their parents)	
Attention to Detail (near-OCD level precision will be needed for this project)	
Conscientious (takes pride in doing a great job)	
Diligent	
Investment in the Project (will care about the quality of the research and will put in extra effort on occasion as it is needed)	
Organized (can juggle multiple tasks and keep all aspects of project moving forward)	
Diplomacy and professionalism (working with parents and recruitment liaisons)	
Scientific Potential (will add to lab discussions, generate hypotheses)	
Intelligence	
Problem-solver (can anticipate problems and/or independently generate solutions)	
Emotionally Mature	
Leadership (can organize and motivate a lab group of 20+ undergraduate students to get their work done in a timely and high quality manner)	
Calm under Fire (will need to deal with stressful, imminent-risk and abuse situations involving high-risk adolescents and their parents calmly and sensitively; will need to communicate effectively with colleagues and the PI in these situations)	
Persistent (will need to actively recruit difficult-to-reach families while maintaining sensitivity and tact; will not be discouraged easily)	
Communication Skills (can "sell" a study to potential recruitment sites and families such that they are motivated to participate; can telephone and write in a polished, articulate manner)	
Compassionate (will need to be sensitive to clinical participants' affect and behavior to ensure their safety and comfort)	
Independent Initiative (is motivated to prioritize tasks and efficiently complete them in a relatively flexible work environment)	
Team Player (can communicate and work collaboratively with colleagues to complete shared tasks)	