

**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.

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