|  | **0**  **Not Present** | **1**  **Needs Improvement** | **2**  **Meets Expectations** | **3**  **Exceeds Expectations** |
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| **Sub-Competency 1: Demonstrate good judgment when managing issues with legal or ethical ramifications.** | | | | |
| **Learning Objective 1.1:**  Determine ethical and legal business solutions supported by sound reasoning. | An ethical and legal business solution for the case supported by sound reasoning is not present. | An ethical and legal business solution for the case is present but not clearly stated.  Only two reasons are provided to support the business solution described.  Not all reasons are relevant to the business context.  Response is not supported by academic/professional resources, or the resources are not relevant. | An ethical and legal business solution for the case is present and clearly stated.  Three sound reasons are provided to support the business solution described and are relevant to the business context.  Response is supported by relevant academic/professional resources. | Response demonstrates the same level of achievement as “2,” plus the following:  Response includes a solution that is ethical and legal, accomplishes the objectives relevant to the business context, aligns to personal values, and improves personal standing as a leader in the organization. |
| **Learning Objective 1.2:** Describe appropriate actions for implementing ethical business solutions. | Description of appropriate actions for implementing an ethical business solution is not present. | Descriptions of only two appropriate actions for implementing an ethical business solution are present.  Descriptions are vague and/or not clearly relevant to the business context.  Response is not supported by academic/professional resources, or the resources are not relevant. | Descriptions of three appropriate actions for implementing an ethical business solution are clearly stated.  The actions reflect legal and ethical business practices and are relevant to the business context.  Response is supported by relevant academic/professional resources. | Response demonstrates the same level of achievement as “2,” plus the following:  The actions are highly innovative.  The actions align to personal values and improve personal standing as a leader in the organization. |
| **Sub-Competency 2: Identify situations where it would be essential that managers work with human resource departments and seek legal advice from qualified resources.** | | | | |
| **Learning Objective 2.1:** Identify business situations in which working with the human resources department is essential. | Response does not state whether or not working with the human resources department is essential given the business context presented. | Response states whether or not working with the human resources department is essential given the business context presented.  Only one reason for working with the human resources department or not working with the human resources department is provided.  Reasons for working with the human resources department or not working with the human resource department are unclear and/or not relevant to the business context.  Response is not supported by academic/professional resources, or the resources are not relevant. | Response states whether or not working with the human resources department is essential given the business context presented.  Two sound reasons for working with the human resources department or not working with the human resources department are provided and reasons are clear and relevant to the business context.  Response is supported by relevant academic/professional resources. | Response demonstrates the same level of achievement as “2,” plus the following:  In the event that working with the human resources department is essential, response includes an accurate list of questions to ask the human resources department so that the information needed to make informed business decisions can be gathered, or in the event that working with the human resources department is not essential, response is thoroughly supported with examples from professional experience or references to authoritative sources. |
| **Learning Objective 2.2:** Identify business situations in which seeking legal advice is essential. | Response does not state whether or not seeking legal advice is essential given the business context presented. | Response states whether or not seeking legal advice is essential given the business case presented  Only one reason for seeking legal advice or not seeking legal advice is provided.  Reasons for seeking legal advice or not seeking legal advice are unclear or not relevant to the business context.  Response is not supported by academic/professional resources, or the resources are not relevant. | Response states whether or not seeking legal advice is essential given the business context presented.  Two sound reasons for seeking legal advice or not seeking legal advice are provided.  Reasons are clear and relevant to the business context.  Response is supported by relevant academic/professional resources. | Response demonstrates the same level of achievement as “2,” plus the following:  In the event that seeking legal advice is essential, response includes an accurate list of questions to ask legal counsel so that the information needed to make informed business decisions can be gathered, or in the event that seeking legal advice is not essential, response is thoroughly supported with examples from professional experience or references to authoritative sources. |