

Max

I always think people should know what I say about them:

Herewith:

(and though it doesn't show , you were in one of the top two categories throughout)

R.

Thank you! Your Online Recommendation Form for John Londberg has been successfully submitted on 3/30/2013 6:42 PM and the candidate has been notified of its completion.

Your Contact Information

First Name: Rebecca
Last Name: Force
Current Title: Instructor/broadcast Journalism
Name of Current Company/Organization: University of Oregon
Primary Phone: [REDACTED]
Secondary Phone:
E-mail: [REDACTED]
Relationship to the candidate: instructor
Length of time you have known the candidate (years/months): five months
Candidate's peer group to be used as reference point (e.g., other employees, students in similar thesis seminars, or volunteers): other the last 17 years.
May we contact you to discuss this candidate? YES
May we contact you to give you more information about our recruitment efforts? YES

Candidate Evaluation

On the following checklist, please evaluate the Candidate against the criteria provided, using the Candidate's peer group you specified above as a reference point. Please be as specific as possible in your explanations.

Rankings:

- Truly Exceptional: Top 1–2%; one of the top few that I've encountered in my career
- Outstanding: Top 10%
- Above Average: Top 20%
- Average: Top 50%
- Needs Development: Lower 50%
- No Basis For Judgment

Achievement Candidate achieves ambitious, measurable results. Truly
 Exceptional Outstanding Above Average Average Needs Development
 No Basis For Judgment

Please explain what led you to give this rating, as well as any reflections on the following questions:

- **To what extent have you seen this candidate demonstrate authority or leadership of a group? Please explain the situation and any outcomes.**
- **How have you seen this candidate set goals and work towards them? What were the results?**

I would place him in the top 5% were it available as a choice on this form. John "Max" Londberg was a member of my advanced reporting class in fall term, and he was an excellent student, who stepped up to ask good questions, and postulate reasonable and useful solutions to ethical issues presented in class. He also took the reins of the class and taught a brief session on key points for journalists to consider when covering the economy. The class was attentive, took notes, and asked good questions. Max was also excellent in the planning and execution of in-depth research over a period of 8 weeks, culminating in a three-part multimedia series on the topic of childhood obesity.

Perseverance Candidate persists through obstacles and remains optimistic in the face of challenges. Truly Exceptional Outstanding Above Average Average
 Needs Development No Basis For Judgment

Please explain what led you to give this rating, as well as any reflections on the following questions:

- **What was the greatest challenge this individual faced while under your supervision?**
- **How did he or she approach the challenge?**

- **What was the outcome?**

As happens with many reporters – especially young ones who are still in school--Max Londberg ran into sources who told him they didn't have the time or inclination to talk with him. Max became a soft-foiled who made room for their reluctance, letting them know that he would be patient and return with a renewed request at a better time for them. His courtesy and reliance on persistence usually resulted in sources eventually agreeing to talk with him.

Critical Thinking Candidate makes accurate linkages between cause and effect and generates relevant solutions to problems. Truly Exceptional Outstanding Above Average Average Needs Development No Basis For Judgment

Please explain what led you to give this rating, as well as any reflections on the following question:

- **Describe how the candidate approaches problem-solving. Please provide specific examples.**

Max is a good researcher, which is the basis for solving many problems. I saw Max in a classroom setting, and observed him collecting information through questioning and research, then postulating solutions to ethical issues presented in class.

Organizational Ability Candidate plans well, meets deadlines, and works efficiently. Truly Exceptional Outstanding Above Average Average Needs Development No Basis For Judgment

Please explain what led you to give this rating, as well as any reflections on the following questions:

- **How does this candidate manage his/her time and balance competing priorities?**
- **Has this candidate ever missed a deadline? What were the circumstances and how did the candidate respond?**

Max used available class time well, making lists, making calls, and above all, making his deadlines.

Influencing/Motivating Candidate effectively adapts communication strategy and style, depending on audience; convinces others to think or act in a desired way. Truly

Exceptional Outstanding Above Average Average Needs Development
No Basis For Judgment

Please explain what led you to give this rating, as well as any reflections on the following questions:

- **To what extent have you seen the candidate use interpersonal skills to motivate others, especially those who may not initially agree?**
- **To what degree is this candidate aware of how his/her actions are perceived by others? Please provide any specific examples.**

Max is a remarkably pleasant person who considers what he is going to say, says it without acrimony or passing judgement, and leaving the door of conversation open for those who might disagree with him. In short, he is able to disagree without being disagreeable.

Building Relationships The ability to build relationships and work effectively with people from diverse backgrounds. Truly Exceptional Outstanding Above Average Average Needs Development No Basis For Judgment

Please explain what led you to give this rating, as well as any reflections on the following questions:

- **Please describe how the candidate approaches building relationships across lines of difference (i.e., socio-economic, racial, political, religious, or other). Please provide specific examples.**

Max Londberg gets along very well with others. He is a very observant young man, so I am sure he is aware of differences in others he encounters, but you would never know it from the way he behaves. He is not only smart and talented, he is also a first class human being in terms of sharing the world.

Ability to Improve Seeks feedback and implements changes to improve and develop. Truly Exceptional Outstanding Above Average Average Needs Development No Basis For Judgment

Please explain what led you to give this rating, as well as any reflections on the following questions:

- **Please describe the most critical piece of feedback you have given the candidate. Please detail the circumstances and the candidate's response.**
- **How does this candidate handle failure? Please provide any specific details.**

In the professional world of journalism, editing is a fact of life for writers. In the classroom, it is sometimes a challenge to convince young writers that is the case. Not in Max's case. He is already a skilled writer, but was open to critique, and graceful in discussing it and adapting to it. I have never seen Max fail. What I am trying to say is that through different forms of thesis/antithesis/synthesis... he just keeps getting better.

Integrity/Professionalism/Maturity Candidate is always honest and ethical; assumes responsibility for mistakes; acts in a respectful, mature manner toward supervisors, co-workers, and/or fellow students. Truly Exceptional Outstanding Above Average Average Needs Development No Basis For Judgment

Please explain what led you to give this rating, as well as any reflections on the following questions:

- **If you have worked or supervised this candidate in a teaching setting, please provide comments regarding his/her ability to lead a classroom of students towards a learning goal.**

I believe Max would be an exceptional teacher. He is mature, responsible and dependable. His ethics are impeccable, his work is accurate, and he has a love of fairness.

Concerns About Candidate

Considering that this person may teach in the nation's most challenging schools and will be responsible for making significant academic progress with his or her students, do you have any reservations in recommending him or her?

No, I have no concerns in recommending this person to teach. Somewhat, I have some concerns in recommending this person to teach. Yes, I have concerns in recommending this person to teach.

If you selected Somewhat or Yes, please explain.

Overall Truly Exceptional Outstanding Above Average Average Needs Development No Basis For Judgment

Please share any additional thoughts about this candidate that you would like us to consider.

John "Max" Londberg is an exceptional candidate, who has the courage and ability to be a great teacher. I hope you choose him.

By clicking the signature box below, I understand that I am signing this Online Recommendation Form and confirming that all the information I have provided is an honest and accurate assessment of the candidate. Misrepresentation of any sort on this form is grounds for non-admission or dismissal for the candidate.



Recommender's Electronic Signature