

Learning Outcomes		fail	6	7	8	9	10
1. Performance	Productivity	Has not made a significant contribution to the task	Has made a minor contribution to the task. Results need further elaboration and checking before being useful	Has made a contribution to the task according to expectations. Results needed correction but were useful in the end	Has contributed to the task with significant success. Only very minor corrections and checking needed	Performed the task with results above expectation	Solved a difficult task completely independently. On par with experienced staff in organization
	Independence	Needs continuous steering and supervision	Needs very regular steering and supervision	Performs well with regular steering and supervision	Can work independently, with little steering or supervision	Needs no steering	Needs no steering and supervision
	Practical skills	Should improve considerably on practical (experimental/computer) skills, and does not operate according to the safety regulations	Should improve on practical (experimental/computer) skills, but is always aware of safety and operates accordingly	Could improve on practical (experimental/computer) skills, but is always aware of safety and operates accordingly	Good practical (experimental/computer) skills, works safely, carefully and precisely	Very good practical (experimental/computer) skills, works safely, carefully and precisely	Exceptional practical (experimental/computer) skills, works safely, carefully and precisely
	Theoretical knowledge	Is not able to relate theoretical knowledge to the performed work	Has difficulties applying theoretical knowledge to the performed work even after being given a hint	Can apply theoretical knowledge to the performed project, after being given a hint	Has independently applied theoretical knowledge to the performed project	Has independently and very skillfully applied theoretical knowledge to the performed project	Has independently integrated existing theoretical knowledge from different fields or sources into a new original solution
	Creative thinking	Did not contribute a new insight or idea.	Contributed a minor insight or idea, but only after being stimulated to do so	Contributed a minor insight or idea which was implemented	Contributed a new insight or idea which was implemented	Contributed a new insight or idea that changed the original plan	Contributed a new insight or idea that has an impact beyond the current task
	Time management	Is not able to make and comply to a time planning	Was able to make and comply to time planning but performance should be improved	Was able to make and comply to time planning but performance could be improved	Was able to make a good time planning and comply to it	Was able to setup a very good time plan and comply to it	Excellent time planning, was able to comply and do more than task at hand
2. Communication	Reporting	Report does not comply with basic requirements; is not able to write a report without significant support of supervisor	Report complies with basic company standards, but needed significant corrections made by supervisor, in various iterations	Wrote report that complies with company standards after important corrections were made by the supervisor	Independently wrote publishable report that complies with company standards and needed limited editing from supervisor	Independently wrote publishable report that complies with company standards and needed virtually no editing from supervisor	Independently wrote publishable report that complies with all company standards and needed no editing from supervisor
	Presentation	Poor presentation does not comply with company standards	Presentation at the level of a poor speaker within the organization	Presentation at the level of an average speaker within the organization	Presentation at the level of a good speaker within the organization	Presentation at the level of a very good speaker within the organization	Presentation at the level of the best speakers within the organization
	Interpersonal	Has difficulties functioning in a team; easily provokes conflicts	Has difficulties functioning in a team	Has no difficulties functioning in a team	Is a good team player	Is a very good team player / an excellent sociable individualist	Excels as a team player / is an exceptionally sociable individualist
3. Competences	Motivation & enthusiasm	Did not show any interest or motivation for the tasks given	Showed some interest and motivation for tasks given	Showed motivation and enthusiasm for own task	Well motivated and enthusiastic; Showed interest in tasks of other team members	Very well motivated and enthusiastic; Created enthusiasm and motivated others within the team	Created enthusiasm and motivated others within the organization, but outside the team
	Critical attitude	No critical attitude towards own performance and results	Limited critical attitude towards own performance and results	Sufficient critical attitude towards own performance and results, limited critical attitude towards information and specialists	Sufficient critical attitude towards own performance and results, information and specialists	Well-balanced critical attitude towards own performance and results, sufficient critical attitude towards information and specialists	Well-balanced critical attitude towards own performance and results. Detects flaws in external information and corrects them
	Taking initiative	Takes even minor steps only on explicit request of supervisor	Showed little initiative for the proper progress and completion of the project	Did take and show initiative for the proper progress and completion of the project	Showed a lot of initiative to ensure progress and completion of the project	Undertook steps eventually outside original roadmap, which turned out useful	Undertook major steps eventually outside original roadmap, which turned out very useful

Note: the minimum requirements (grade 6) allows **one** learning outcome (1 till 3) to be marked as a fail.



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1. Performance	Productivity	A typical Master student could have done the same work within a small fraction of the time spent at the internship	A typical Master student could have achieved more in the time spent	Reasonable results in view of the time	Good results in view of the time spent	Achieved more than expected in view of the time spent	Achieved more than deemed possible in the time spent
	Theoretical knowledge	Is not able to relate theoretical knowledge to the performed work	Has difficulties applying theoretical knowledge to the performed work even after being given a hint	Can apply theoretical knowledge to the performed project, after being given a hint	Has independently applied theoretical knowledge to the performed project	Has independently and very skillfully applied theoretical knowledge to the performed project	Has independently integrated existing theoretical knowledge from different fields or sources into a new original solution
	Creative thinking	The result of the internship contained no new insight or idea	The result of the internship contained minor new insights or ideas	The result of the internship contained minor new insights or ideas	The result of the internship contained a new insight or idea which was implemented	Contributed a new insight or idea that changed the original plan	Contributed a new insight or idea that has an impact beyond the current task
2. Communication	Reporting	Report does not comply with basic requirements	Report complies with basic university standards	Report complies with university standards	Wrote good report that complies with university standards and is of publishable quality	Wrote very good report that complies with university standards and is of publishable quality	Wrote an excellent report that complies with university standards and is of publishable quality
	Handling questions	Hardly shows interest in the project and was not able to provide basic arguments	Showed some interest and motivation for the project. Is able to provide basic arguments, absence of detailed argumentation	Showed motivation and enthusiasm for the project. Provides detailed arguments on basic questions and is able to deal with part of the advanced questions	Well motivated and enthusiastic about the project. Deals with advanced questions efficiently and comfortably by giving detailed information on most questions	Very well motivated and enthusiastic about the project. Deals with advanced questions efficiently and comfortably by giving in-depth argumentation leading to an interesting discussion	Created enthusiasm about the project. Deals with advanced questions efficiently and comfortably and offers new insights during discussion, leading to a very interesting discussion
3. Competences	Critical attitude	No critical attitude towards own performance and results	Limited critical attitude towards own performance and results	Sufficient critical attitude towards own performance and results, limited critical attitude towards information and specialists	Sufficient critical attitude towards own performance and results, information and specialists	Well-balanced critical attitude towards own performance and results, sufficient critical attitude towards information and specialists	Well-balanced critical attitude towards own performance and results. Detects flaws in external information and corrects them

Note: the minimum requirements (grade 6) allows **one** learning outcome (1 till 5) to be marked as a 5. The grade does not have to be the mathematical average of the criteria. A precision of .5 is allowed.