



Summer Nurse Intern Application Essay Rubric Scoring

READ ME: Interviews are granted based on your previous experience working with children and/or in healthcare and your answers to the two essay questions below. Be thoughtful in your answers. Read each question carefully before answering. Essays are scored using the rubric below. Longer answers do not equal better scores. You are not being judged on grammar. Chat GPT and AI systems can write beautiful paragraphs that are often void of any real answer. These types of answers are easy to spot and most often get the lowest scores.

Question	Guidance	Scoring				
		4	3	2	1	0
How would you make an impact at Children’s Minnesota which would be unique from anyone else?	Share something special that you will bring to Children’s gained through personal experience or learning. Share how it will impact Children’s if you are hired as an intern.	Shows extensive impact in multiple ways and a personal experience	Shows impact and a personal experience	Shows impact in multiple ways	Shows impact	No impact or question not answered
Why is fostering and supporting a diverse and inclusive environment important? Share an example.	Provide example(s) of cultural competence and understanding of differences such as religion, age, gender, cultural, socioeconomic, etc.	Shared multiple examples and had a specific role leading in this space	Shared multiple examples	Shared a personal example	Shared thoughts but no examples	No understanding or question not answered.