

PSY 614 Module Three Reaction Paper Rubric

Prompt: Examine the article [Are Great Leaders Born, or Are They Made?](#) by David Olson and use his account of the Bay Area Medical Center as your case study. Describe the leadership strategies employed by that organization to reflect flexibility, promote sustainability, foster effective change management, and further organizational goals. Could these strategies work for all organizations? Why or why not? Craft a one- to two-page response to this prompt.

Guidelines for Submission: Double-spaced Word document, 12-point Times New Roman font, 1-inch margins, APA format. Page length requirements: one to two pages, not including title page and references.

Critical Elements	Exemplary (100%)	Proficient (90%)	Needs Improvement (70%)	Not Evident (0%)	Value
Leadership Strategies	Meets “Proficient” criteria and substantiates claims with scholarly research	Explains the leadership strategies employed to reflect flexibility, promote sustainability, foster effective change management, and further organizational goals, using specific examples	Does not sufficiently explain leadership strategies employed to reflect flexibility, promote sustainability, foster effective change management, and further organizational goals	Does not explain leadership strategies	30
Analysis of Leadership Strategies	Meets “Proficient” criteria and substantiates claims with scholarly research	Analyzes the leadership strategies and proposes multiple examples of how the leadership strategies should or should not be applied	Does not sufficiently analyze the leadership strategies and propose examples of how the leadership strategies should or should not be applied	The problems and issues are not evident	30
Organization	Applies highly effective pattern of organization around a logical flow (introduction, body, and conclusion) to effectively communicate the problems and issues central to the case	Applies clear pattern of organization around a logical flow (introduction, body, and conclusion) to effectively communicate the problems and issues central to the case	Does not sufficiently apply clear pattern of organization around a logical flow (introduction, body, and conclusion) to effectively communicate the problems and issues central to the case	Organization of ideas is not evident	20
Articulation of Response	Submission is free of errors related to citations, grammar, spelling, and syntax and is presented in a professional and easy-to-read format	Submission has no major errors related to citations, grammar, spelling, or syntax	Submission has major errors related to citations, grammar, spelling, or syntax that negatively impact readability and articulation of main ideas	Submission has critical errors related to citations, grammar, spelling, or syntax that prevent understanding of ideas	20
Earned Total					100%