

Criteria	Description	Ratings				Post Test (30%)	Mentorship (20%)	Simulation (50%)
		Tier 1	Tier 2	Tier 3	Not Applicable			
		Excellent (10-9)	Good (8-7)	Satisfactory (6-4)	Poor (3-1)			
Leadership	Takes initiative and helps guide the team through tasks. Encourages others to join in and assigns roles when needed, especially under pressure.	Takes strong initiative, confidently leads the team, assigns roles well, and keeps the group focused even under pressure.	Shows initiative and helps guide the team; assigns roles when needed; handles pressure well.	Occasionally shows leadership or helps guide the team; needs support in role assignment or during pressure.	Rarely takes initiative; struggles to guide the team or respond during challenging situations.	Not Applicable	Yes	Yes
Teamwork	Works well with others, shows respect, and helps the group stay focused. Shares tasks fairly and supports teammates.	Works very well with others; is respectful, supportive, and helps the group stay on task at all times.	Works well with others and shares tasks fairly; usually respectful and cooperative.	Participates in teamwork but needs reminders to stay respectful or engaged.	Has difficulty working with others; may be uncooperative or disrupt team focus.	Not Applicable	Yes	Yes
Application of Knowledge and Skills	Uses what was taught during training in a practical way. Shows they understand how to apply skills in real-life situations.	Consistently applies training knowledge accurately and effectively in all activities.	Applies training knowledge well in most activities; minor mistakes do not affect outcomes.	Applies basic knowledge from training; may need help using it in real situations.	Struggles to apply what was taught; makes frequent errors or shows little understanding.	Yes	Yes	Yes
Communication	Speaks and listens clearly and respectfully. Shares ideas and information in a way that helps the team work together.	Communicates clearly and respectfully at all times; listens actively and keeps the team informed.	Usually communicates well; shares ideas and listens respectfully.	Communicates when prompted; may struggle to express ideas or listen fully.	Poor communication; does not listen well or share ideas clearly.	Not Applicable	Yes	Yes
Problem Solving	Quickly spots problems and helps find good solutions. Stays calm and thinks clearly under pressure.	Quickly identifies issues and helps create smart, practical solutions under pressure.	Spots problems and suggests workable solutions; handles pressure well.	Can identify simple problems; needs help to find or suggest solutions.	Has difficulty identifying or solving problems; struggles under pressure.	Yes	Yes	Yes

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Adaptability	Responds positively to changing circumstances or unexpected challenges during training activities. Remains flexible, adjusts strategies when necessary, and continues contributing to the team's goals without disruption. Supports others through change and uncertainty.	Easily adjusts to changes or challenges; supports the team and keeps things moving forward.	Adjusts to most changes; helps the team adapt with minor issues.	Tries to adapt but may get frustrated or need guidance.	Resists change or has trouble adjusting; may slow down or disrupt the team.		Not Applicable	Yes	Yes
Risk Assessment	Recognizes potential risks during activities or simulations and takes steps to reduce them. Makes decisions with safety in mind and considers the well-being of the group. Applies a proactive approach to assessing and addressing hazards relevant to disaster scenarios.	Always notices potential risks early and takes clear steps to reduce them; safety is a top priority.	Identifies most risks and usually acts to reduce them; thinks about group safety.	Notices some risks but may not act quickly; needs reminders about safety.	Fails to notice or respond to risks; does not prioritize safety for the group.		Not Applicable	Yes	Yes