

EMERGING LEADER AWARD | EVALUATION RUBERIC

Criteria: ACEC-Ontario Values

ACEC-Ontario Value	Value Definition
Integrity	The quality of being honest, moral consistency, and truthfulness.
Trust	The confidence that someone has in the reliability of another person. The degree to which someone feels they can depend on another individual.
Collaboration	An interpersonal relationship in which the parties show cooperation and sensitivity to the others' needs.
Diversity	Fostering a work environment that respects and includes difference, recognizing and valuing the unique contributions that individuals can make to maximize the potential of all members and volunteers. As it relates to the awards criteria, the nominee's leadership qualities must demonstrate their ability to foster a work environment as described above, and/or evidence that the nominee actively seeks to improve the inequity of diverse identities within the association and/or consulting engineering sector.
Respect	An attitude of, or behaviour demonstrating, esteem, honour, regard, concern, and other such positive qualities toward an individual or entity. An individual that demonstrates respect for others holds space and regard for other feelings, wishes, rights and traditions.

The nominee's alignment with each ACEC-Ontario value will be assessed on the following scale:

Max Score	Does the nominee demonstrate this value?	Definition
0 points	Strongly Disagree	No evidence showing that the nominee demonstrates this value.
0.5 point	Disagree	Some evidence that the nominee demonstrates this value. There is clear room for improvement to be considered a strong leadership quality.
1 point	Agree	Sufficient and clear evidence that the nominee demonstrates this value.
2 points	Strongly Agree	Above-average evidence that the nominee demonstrates this value.

Additional Criteria: Leadership & Building Community

Criteria	Criteria Definition
Leadership	The processes involved in leading others, including organizing, directing, coordinating, and motivating their efforts toward achieving certain group or organizational goals. Leadership tends to be reciprocal (leaders influence followers, and followers influence leaders), transactional (leaders and followers exchange their time, energies, and skills to increase their joint rewards), transformational (leaders inspire and motivate followers), and cooperative rather than coercive (followers voluntarily accept the leader's suggestions).

Criteria	Criteria Definition
Building community	Encouraging and promoting the development of an inclusive, unified group of ACEC-Ontario member employees. Someone who successfully builds community ensures that there is a commonality of interests, attitudes and values that bind a group of people, while simultaneously encouraging dialogue and participation from diverse perspectives. Strong community leaders are adept at building cooperative, respectful relationships that are dependent on and sustained with high levels of trust and respect.

The nominee's alignment with Leadership and Building Community criteria will each be assessed on the following scale:

Max Score	Does the nominee demonstrate this value?	Definition
0 points	Strongly Disagree	No evidence showing that the nominee demonstrates this criterion.
1 point	Disagree	Some evidence shows that the nominee demonstrates this criterion. There is clear room for improvement to be considered a strong skill.
3 points	Agree	Sufficient and clear evidence exists showing the nominee demonstrates this criterion.
6 points	Strongly Agree	Above-average evidence that the nominee demonstrates a strong ability to fulfil this criterion.