

## PINNACLE AWARD | EVALUATION RUBERIC

### Criteria: ACEC-Ontario Values

ACEC-Ontario Value	Value Definition
<b>Integrity</b>	The quality of being honest, moral consistency, and truthfulness.
<b>Trust</b>	The confidence that someone has in the reliability of another person. The degree to which someone feels they can depend on another individual.
<b>Collaboration</b>	An interpersonal relationship in which the parties show cooperation and sensitivity to the others' needs.
<b>Diversity</b>	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.
<b>Respect</b>	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 & Fostering Engagement

Criteria	Criteria Definition
<b>Leadership</b>	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
<b>Fostering engagement</b>	Encouraging and mobilizing individual behaviours of participation within ACEC-Ontario activities. Someone who fosters engagement can motivate and encourage member employees to participate in the association. This can be demonstrated through behaviours such as volunteer recruitment, volunteer participation, inviting input and sharing perspectives during committee meetings, inviting members to events, introducing and building stakeholder relationships, etc. Fostering engagement includes a) building the motivation to engage, that ultimately b) translates into a behaviour of participation.

*The nominee's alignment with Leadership and Fostering Engagement criteria will each be assessed on the following scale:*

Max Score	Does the nominee demonstrate each 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.