Young Professional Voices nominee review rubric

	Criteria	1: Unsatisfactory	2: Basic	3: Proficient	4: Advanced	5: Distinguished
A.	Nominee statement: Vision of nursing leadership. (Nominator, please work with the Nominee to get their statement for submission)	*Vision is absent and/or is not written by the nominee*	*Vision statement is unclear, difficult to follow or understand; inadequate writing skills*	*Vision statement is clear but missing key information and lacks examples/anecdotes*	*Vision statement is clear but lacks examples/anecdotes; content reflective of core values and vision*	*Vision stated clearly and demonstrated through examples/anecdotes; creates an articulate image; describes vision with specificity and authenticity of shaping culture*
B.	Nominee statement: Response to significant challenge faced within the past 5 years. (Nominator, please work with the Nominee to get their statement for submission)	*Response is absent*	*Response provided; lacks supporting rationale and detail as to significance or how it was overcome*	*Response provided; supporting rationale given; outcome missing (re: response)*	*Response provided; all elements are present; lacks qualitative or subjective detail or awareness of own thinking and how this may influence self/others actions*	*Comprehensive response provided; Qualitative/subjective detail of how the nominee overcame the challenge*
C.	Nominee's approach to achieving a goal within the past 5 years	*No goals provided*	*Goals are unclear, lack elaboration and key elements and action plan*	*Goals set but lack(s) one or more metrics, time frame, or outcome in statement*	*Goals set and structured but lack(s) passion or drive, rooted in the meaning and motivation behind their work.*	*Purpose and future goals clearly support desire to serve as a passionate, equity-driven leader and include appropriate goal elements to achieve success*
D.	How nominee drove results/outcomes within the past 5 years	*No clearly stated results/outcome*	*The nominee had little influence on the outcome*	*Results are loosely described but not detailed concretely. If the outcome can be measured, metrics are not shared.*	*The nominee contributed to the improved outcomes/results. If the outcome can be measured, metrics are shared.*	*The nominee had a direct leadership role/responsibility for the change. If the outcome can be measured, metrics are shared.*
E.	Example of nominee innovating in their role and/or promoting a culture of innovation in their organization within the past 5 years. (Innovation does not have to be something that has never been done before, but should be done in a new way, and can be demonstrated through individual work or as part of a group/team.)	*Innovation is absent*	*Vague reference to innovation*	*Innovation described; lacks appropriate detail*	*Innovation described but not linked to success factor*	*Explicitly explains how innovation in role and/or promoting culture of innovation within organization will ensure a greater level of success. If outcomes can be measured, metrics are shared.*
F.	Example of how the nominee has demonstrated influence within the past 5 years. Describe the outcomes and provide metrics if available. (Does not need to be in a formal leadership capacity, can be in a peer-to-peer or "influencing up" capacity. Examples include leading organizational committees, influencing research, engaging staff, publishing and community engagement.)	*Influence is absent*	*Vague reference to influence*	*Influence described; lacks appropriate detail*	*Influence described but not linked to success factor*	*Explicitly explains how influence will ensure a greater level of success. If outcomes can be measured, metrics are shared.*
G.	Example of how the nominee has created an inclusive environment through the promotion of psychological safety and belonging in their practice within the past 5 years. (Psychologically safe environments allow all team members, regardless of age, race, gender identity, ethnicity, religion, sexual orientation, socioeconomic	*Inclusion is absent*	*Vague reference to inclusion*	*Inclusion described; lacks appropriate detail*	*Inclusion described but not linked to success factor*	*Explicitly explains how inclusion will ensure a greater level of success. If outcomes can be measured, metrics are shared.*

status, title, mindset, etc. to feel accepted and respected.)					