

**Young Professional Voices nominee review rubric**

<b>Criteria</b>	<b>1: Unsatisfactory</b>	<b>2: Basic</b>	<b>3: Proficient</b>	<b>4: Advanced</b>	<b>5: Distinguished</b>
<b>A.</b> Nominee statement: Vision of nursing leadership	<i>Vision is absent and/or is not written by the nominee.</i>	<i>Vision statement is unclear, difficult to follow or understand; inadequate writing skills</i>	<i>Vision statement is clear but missing key information and lacks examples/anecdotes</i>	<i>Vision statement is clear but lacks examples/anecdotes; content reflective of core values and vision</i>	<i>Vision stated clearly and demonstrated through examples/anecdotes; creates an articulate image; describes vision with specificity and authenticity of shaping culture</i>
<b>B.</b> Approach to achieving a goal	<i>No goals provided</i>	<i>Goals are unclear, lack elaboration and key elements and action plan</i>	<i>Goals set but lack(s) one or more metrics, time frame, or outcome in statement</i>	<i>Goals set and structured but lack(s) passion or drive, rooted in the meaning and motivation behind their work.</i>	<i>Purpose and future goals clearly support desire to serve as a passionate, equity-driven leader and include appropriate goal elements to achieve success</i>
<b>C.</b> How nominee drove results/outcomes	<i>No clearly stated results/outcome</i>	<i>The nominee had little influence on the outcome</i>	<i>Results are loosely described but not detailed concretely. If the outcome can be measured, metrics are not shared.</i>	<i>The nominee contributed to the improved outcomes/results. If the outcome can be measured, metrics are shared.</i>	<i>The nominee had a direct leadership role/responsibility for the change. If the outcome can be measured, metrics are shared.</i>
<b>D.</b> Response to significant challenge nominee faced within the last five years. (Nominator please work with nominee to provide background and outcomes)	<i>Response is absent</i>	<i>Response provided; lacks supporting rationale and detail as to significance or how it was overcome</i>	<i>Response provided; supporting rationale given; outcome missing (re: response)</i>	<i>Response provided; all elements are present; lacks qualitative or subjective detail or awareness of own thinking and how this may influence self/others actions</i>	<i>Comprehensive response provided; Qualitative/subjective detail of how the nominee overcame the challenge</i>
<b>E.</b> Example of nominee innovating in their role and/or has promoted a culture of innovation in their organization. (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.)	<i>Innovation is absent</i>	<i>Vague reference to innovation</i>	<i>Innovation described; lacks appropriate detail</i>	<i>Innovation described but not linked to success factor</i>	<i>Explicitly explains how innovation in role and/or promotion of culture of innovation within organization will ensure a greater level of success. If outcomes can be measured, metrics are shared.</i>
<b>F.</b> Example of how the nominee has demonstrated influence. 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.)	<i>Influence is absent</i>	<i>Vague reference to influence</i>	<i>Influence described; lacks appropriate detail</i>	<i>Influence described but not linked to success factor</i>	<i>Explicitly explains how influence will ensure a greater level of success. If outcomes can be measured, metrics are shared.</i>
<b>G.</b> Example of how the nominee has created an inclusive environment through the promotion of psychological safety and belonging within in their practice. (Psychologically safe environments allow all team members, regardless of age, race, gender identity, ethnicity, religion, sexual orientation, socioeconomic status, title, mindset, etc. to feel accepted and respected.)	<i>Inclusion is absent</i>	<i>Vague reference to inclusion</i>	<i>Inclusion described; lacks appropriate detail</i>	<i>Inclusion described but not linked to success factor</i>	<i>Explicitly explains how inclusion will ensure a greater level of success. If outcomes can be measured, metrics are shared.</i>