

## The LEADER Badge Rubric - Macklin Business Institute at Montgomery College

<p>The LEADER leverages the strengths of others to achieve common goals by effectively:</p>	<p>The LEADER BADGE validates that the earner has demonstrated the ability to leverage the strengths of others to achieve common goals and use interpersonal skills to coach and develop others. The individual can assess and manage self and others; use empathetic skills to guide and motivate; and organize, prioritize, and delegate work.</p>			
<p>Assessing individual and collective strengths, weaknesses, and capacities to achieve the desired goal.</p>	<p style="text-align: center;">Emerging</p> <p>Unable and/or unwilling to assess personal or group capabilities. Lack of insight hinders goal achievement. Focuses primarily on task accomplishment without consideration of how to maximize the strengths of others. Demonstrates a non-engaging attitude and a lack of effort to improve in this area.</p>	<p style="text-align: center;">Developing</p> <p>Seeks out and reflects on experiences and capacities from various sources. Shows an interest in setting goals, and developing and leveraging the strength of others, but is failing to incorporate into task accomplishment.</p>	<p style="text-align: center;">Competent</p> <p>Developing an ability to reflect, understand and make connections between individual and group strengths. Attempts to work through weaknesses, and leverages strengths both individually and as a group. Begins to assign tasks based on individual strengths and group needs.</p>	<p style="text-align: center;">Accomplished</p> <p>Demonstrates ability to conduct a group inventory in order to determine personal strengths, interests, and prior experiences to determine “best fit” to enable team to achieve desired goals. Leverages the strengths of others, to achieve short and long-term goals.</p>
<p>Engaging diverse or competing perspectives.</p>	<p>Is not respectful, receptive, and empathetic towards diverse or competing perspectives, and does not have an interest in giving them consideration.. Demonstrates actions that do not show a desire to improve in this area. A strong need to improve interpersonal communications is observed.</p>	<p>Demonstrates developing an understanding of and respect for competing perspectives and viewpoints, but fails to consider them for implementation. Shows desire to improve interpersonal skills.</p>	<p>Demonstrates ability to respectfully interact with all students and peers. Accepts feedback, incorporates the perspectives of others, and remains open to divergent ideas and thinking. A proficiency regarding good interpersonal skills sets is observed.</p>	<p>Demonstrates strong sensitivity, honesty, ethical consideration, and respect for viewpoints of others. Gives balanced and reasoned consideration to competing ideas and is open to changing one’s own position, when appropriate. Interpersonal skills are excellent.</p>

<p>Motivating others.</p>	<p>Acts and behaves in a negative or ambivalent manner. Does not work with other people and is not effective in communicating with others.</p>	<p>Shows a desire to be a positive example when working with others. Understands the necessity to work collaboratively in motivating and communicating with those around them.</p>	<p>Shows proficiency and a strong understanding of the importance of encouraging widespread participation and a team spirit, which strongly motivates others in a positive manner. Engages team members in goal setting exercises and recognizes group/individual progress towards accomplishing respective goals. Engages in positive communication.</p>	<p>Demonstrates skillful use of the ability to positively motivate others. Recognizes each person's strengths, development needs, and professional goals, and inspires them to succeed. Acknowledges work of each person and the value it brings to the overall success of the initiative. Engages in outstanding communication, which is honest and considerate.</p>
<p>Articulating a vision and strategy.</p>	<p>Can convey thoughts and information. However, has not formulated a feasible vision of strategy by taking an inventory of current resources and capabilities.</p>	<p>Understands the importance of developing a vision and strategy. However, a full formulation of a realistic vision and plan are not fully articulated and developed.</p>	<p>Development of a basic vision and strategy, which shows evidence of effort and insightful planning and thinking.</p>	<p>Conveys ideas effectively in both written and spoken forms. Fully developed vision and strategy based on a full analysis of the situation at hand. Able to respond to probing inquires and changes made by others and the environment.</p>
<p>Organizing, prioritizing, and delegating work, roles, and responsibilities.</p>	<p>Disorganized, ineffective, or nonexistent emphasis on organizing, prioritizing, and delegating duties based on the workflow. Lack of positive feedback from colleagues and the workflow and final product may suffer, as a result.</p>	<p>An understanding of the importance of organization, prioritization, and delegation. A minimal effort or effectiveness may be observed, but colleague feedback and workflow is not optimized.</p>	<p>A developing and working ability to organize, prioritize, and delegate workflow. Effort towards process and result improvement is seen. Colleague feedback is generally positive and synergy is observed in the workflow.</p>	<p>A strong working ability to organize, prioritize, and delegate tasks are observed. This proficiency is evinced by strong positive feedback from colleagues and facilitation of effective workflow and results.</p>

<p>Reflecting on how one's leadership affects process and outcomes and adjusting as appropriate.</p>	<p>Minimally reflection on experiences, learning, practices, and understandings. Lack of appreciation or inability to engage in adaptive thinking and decision-making.</p>	<p>Seeks out, reflects on experiences, and practices from various sources. Shows an appreciation for adjusting behavior and actions as needed.</p>	<p>Demonstrates ability to reflect, understand and make connections between theory and practice as it relates to leadership, process, and end results. Some ability to engage in adaptive behavior is observed.</p>	<p>Demonstrates learning and growth from self-reflection on experiences, learning, and practices. A strong proficiency for engaging in appropriate adaptive behavior is consistently observed.</p>
<p>Reviewing outcomes and assessing implications for future plans.</p>	<p>Behavior and actions do not demonstrate a meaningful effort to review results, especially regarding its implications for the future.</p>	<p>Understanding of the importance of reviewing outcomes, and assessing their impact on future plans.</p>	<p>Ability and evidence of engaging in <i>post mortum analysis</i>. Efforts are made to learn from the past and to incorporate learning experiences into the future.</p>	<p>Consistent and effective engaging in <i>post mortum analysis</i> both individually and with others. Lessons learned are garnered, discussed, shared. Future plans are adapted accordingly.</p>