

Leadership Development Institute Alumni Rubric: Assessment Criteria for Earning the Leadership in Action Badge

This badge recognizes alumni of the Leadership Development Institute (LDI) who demonstrate continued leadership growth through reflection and vision-setting. It honors those who can assess their leadership development since completing LDI, articulate a clear leadership vision, and demonstrate how they embody core leadership behaviors that contribute to team success and organizational progress.

How to Earn the Badge:

To earn the LDI Alumni Badge, alumni must submit:

- A **5-8 page reflection paper** that addresses the seven LDI leadership competencies using specific examples from their personal and professional journey.
- A **3–5 minute vision video** that conveys a clear and compelling leadership vision grounded in their values and future goals.

Submissions must meet expectations in all areas of the rubrics. Meeting expectations requires a thoughtful, complete, and relevant demonstration of each leadership behavior. Partial or incomplete reflections will not qualify for the badge.

Reflection Paper Rubric

Competency	Exceeds Expectations	Meets Expectations	Developing
1. Assessing Strengths & Capacities Effectively evaluates personal and team strengths/weaknesses to reach goals.	Analyzes both individual and group capacities with clear strategies for leveraging them; includes real examples from past or current leadership.	Identifies personal and group strengths/weaknesses and relates them to leadership efforts.	Makes vague or minimal mention of strengths or capacities; lacks application to leadership.
2. Engaging Diverse Perspectives Invites and incorporates varied viewpoints to strengthen outcomes.	Provides specific examples of successfully navigating conflict or integrating differing opinions to inform decisions or direction.	Acknowledges the value of diverse or competing viewpoints in decision-making.	Fails to mention or demonstrate engagement with differing perspectives.
3. Motivating Others Inspires and energizes others toward a shared purpose.	Describes specific methods used to inspire others, with examples of impact; connects motivation to values or goals.	Explains how they encourage or support others in shared work or leadership roles.	Does not describe strategies or experiences related to motivating others.

4. Vision & Strategy Communicates a clear, compelling plan aligned with long-term goals.	Vision video is inspiring and future-focused; outlines a practical strategy aligned to values and leadership goals.	States a leadership vision in the video or paper that aligns with professional or personal goals.	Lacks a clear vision or strategy; message is vague, generic, or missing.
5. Organization & Delegation Plans and distributes work effectively to meet goals.	Demonstrates thoughtful delegation, prioritization, and time/resource management with concrete examples.	Describes how they organize or assign tasks in a leadership context.	Does not show evidence of delegation, prioritization, or planning.
6. Leadership Reflection & Adjustment Reviews own leadership role and adapts approach.	Reflects deeply on leadership impact, including missteps, and shows evidence of growth and adjustment.	Acknowledges lessons learned and identifies how they have or would adjust their approach.	Lacks meaningful reflection; provides no evidence of adaptation or self-awareness.
7. Outcome Review & Future Planning Analyzes leadership outcomes and plans forward.	Thoroughly examines a leadership experience's results and articulates implications for future leadership.	Identifies what worked, what didn't, and how they would apply those insights in the future.	Does not reflect on outcomes or connect experiences to future actions.

Vision Video Rubric

Criterion	Exceeds Expectations	Meets Expectations	Does Not Meet Expectations
Clarity & Focus	Vision is articulated with clarity, passion, and purpose; message is memorable and well-structured.	Vision is clearly stated and logically organized, with a defined focus.	Vision is unclear, unfocused, or difficult to follow.
Connection to Leadership Values	Vision is grounded in clearly stated personal values and demonstrates alignment with LDI leadership principles.	Vision reflects a general connection to leadership growth or values.	Lacks connection to leadership values or principles.
Delivery & Presence	Confident, engaging delivery; uses vocal tone, pacing, and body language effectively.	Speaks clearly and maintains an appropriate presence; delivery supports understanding.	Delivery detracts from the message; video may lack energy, clarity, or engagement.

Competencies based on skills identified by employers as critical for career success. Aligned to [NACE](#) framework and adapted from leadership dimensions defined by [USM Digital Badging Initiative Collaborative](#), this work is licensed under a Creative Commons Attribution License CC BY 4.0.