Mentor Application Scoring Rubric

AFB Blind Leaders Development Program

Below is a table containing the mentor application questions and how responses will be scored by the [Blind Leaders Development Program Advisory Panel](https://www.afb.org/research-and-initiatives/employment/blind-leaders-development-program/advisory-panel-blind-1). Scored responses are also mapped to one or more of the three selection criteria described on the [Information for Mentors](https://www.afb.org/research-and-initiatives/employment/blind-leaders-development-program/mentor) web page.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| # | Question | Selection Criteria | Points | Scoring Instructions |
| 1 | Contact Information | None | 0 | None |
| 2 | Date of birth | None | 0 | None |
| 3 | Gender | None | 0 | None |
| 4 | Race/Ethnicity | None | 0 | None |
| 5 | What is the highest degree you have earned? | None | 0 | None |
| 6 | I work in (or have retired from the) following sector(s) (select all that apply) | None | 0 | None |
| 7 | Please describe a meaningful experience in which you mentored someone. Was it successful? | Competence, experience, and professionalism | 4 | The applicant does not describe a mentoring experience. (+0)  The applicant describes a mentoring experience, but it could be considered shallow, for example the applicant focuses only on the mentoring length of time and not the results for the person being mentored. (+1)  The applicant describes a meaningful mentoring experience. (+2)  The applicant describes a meaningful mentoring experience and why the experience was meaningful for the person who received the mentoring. (+3)  The applicant describes a meaningful mentoring experience, why it was meaningful, and the outcomes for the person who received the mentoring. (+4) |
| 8 | What do you think is required to ensure a successful mentoring relationship and outcome? Why? | Openness and willingness to share ideas and insights | 3 | The applicant does not answer the question or adequately describe what is required for successful mentorship. (+0)  The applicant describes at least one element required for successful mentorship, but the response could be considered shallow. For example, noting only that a mentor should have more years of experience than the individual who is being mentored. (+1)  The applicant describes at least one element required for successful mentorship, explains why it is required, and connects it to a successful outcome. (+2)  The applicant describes more than one element required for successful mentorship, explains why they are required, and connects them to successful outcomes. (+3) |
| 9 | Have you ever given someone “tough love” (open, honest, and potentially difficult to hear feedback)? How did you approach this situation? | Potential and commitment to be a productive mentor | 2 | Applicant has given someone “tough love” (+1)  Applicant expresses a willingness to or aptitude for giving “tough love” (+1) |
| 10 | (Optional) Is there anything else we should know about you? | None | 0 | None |
| 11 | Please upload your resume | Competence, experience, and professionalism | 2 | Applicant has 8 or more years of professional or leadership experience (+1)  Applicant has attained leadership role(s) or responsibility (+1) |
| 12 | Please upload a letter of recommendation from someone you have mentored (or a colleague if you have not previously mentored someone) | Competence, experience, and professionalism | 2 | The letter of recommendation is from someone previously mentored by the applicant (+1)  The applicant’s professionalism is mentioned (+1) |
| 18 | Please upload a professional letter of recommendation (for example, from a colleague or supervisor) | Openness and willingness to share ideas and insights | 1 | The applicant is described as having the quality of openness and/or willingness to share ideas and insights (+1) |
| 18 | Please upload a professional letter of recommendation (for example, from a colleague or supervisor) | Potential and commitment to be a productive mentor | 3 | The applicant’s ability to be a productive program mentor is not mentioned. (+0)  The applicant’s ability to be a productive program mentor is mentioned but without concrete examples to back up the claim. (+0)  The applicant’s ability to be a productive program mentor is mentioned with one concrete example to back up the claim. (+0)  The applicant’s ability to be a productive program mentor is mentioned with more than one concrete example to back up the claim. (+0) |
| 13 | If selected to mentor in this program, I agree to the commitments described above. (see [Information forMentors](https://www.afb.org/research-and-initiatives/employment/blind-leaders-development-program/mentor) page for this list) | Potential and commitment to be a productive mentor | 0 | The applicant must indicate a positive response to be considered for the program |

**17 total points possible**

*8 for competence, experience, and professionalism*

*4 for openness and willingness to share ideas and insights*

*5 for potential and commitment to be a productive program mentor*