

# 2026 Thirty Under 30 Applicant Evaluation Rubric

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## 1. Biography/Diversity

**Does this applicant:** Show evidence of career focus, love of learning, desire to participate in and build the profession and their professional community? Demonstrate support for Learning Guild values\* in their professional engagement and interactions?

3	2	1
<ul style="list-style-type: none"><li>• This person <b>embodies</b> Learning Guild values</li><li>• This person brings diverse background, experience and knowledge to the program</li></ul>	<ul style="list-style-type: none"><li>• <b>Moderate evidence</b> that person embodies Guild values and/or brings unique background or experience to the Thirty Under 30 community</li></ul>	<ul style="list-style-type: none"><li>• <b>Little to no evidence</b> that person embodies Guild values and/or brings unique background or experience to the Thirty Under 30 community</li></ul>

### \*Learning Guild Values:

- **Collaboration:** We are stronger as a community than we are as individuals, and we believe that our community is stronger when we share our knowledge and experience with others.
- **Initiative:** We look forward, ready for the future. We challenge ourselves and our peers to advance our industry.
- **Support:** We support our peers and actively work to develop current and future leaders in our field.
- **Respect:** We respect our fellow community members and value the diversity of experiences, backgrounds, and opinions in our community.

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## 2. Professional Development & Progress

Does this applicant: Show a history of professional growth & development? Of personal reflection and growth? Have they been recognized for their work?

3	2	1
<ul style="list-style-type: none"><li>• Shows <b>clear upward professional trajectory</b></li><li>• Shows <b>evidence of growth and reflection</b> within professional field</li><li>• Evidence of <b>ongoing commitment</b> to professional development</li><li>• Mention of <b>awards or recognition</b> for their work</li></ul>	<ul style="list-style-type: none"><li>• Some career/professional <b>achievements or impact shared</b></li><li>• Demonstrated <b>participation in professional development</b> activities</li><li>• <b>Evidence</b> that this person has the potential to contribute to and benefit the learning profession and community</li></ul>	<ul style="list-style-type: none"><li>• <b>Does not yet demonstrate</b> an upward trajectory</li><li>• <b>Some</b> professional development indicators</li></ul>

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## 3. Participation in Learning Community

Does this applicant: Engage with peers and leaders, with professional development groups, with social or written media to further their knowledge and/or contribute to the learning community?

3	2	1
<ul style="list-style-type: none"><li>• Has <b>initiated or led</b> learning activities, e.g., lunch and learn, CoP</li><li>• <b>Actively engages</b> with local professional chapter as an officer, speaker, etc.</li></ul>	<ul style="list-style-type: none"><li>• <b>Engages with peers</b> within or outside of their work to further their own professional development</li><li>• <b>Has contributed</b> at least once to an industry event or organization as a volunteer, member, or presenter</li><li>• <b>Contributes valuable content</b> on LinkedIn or other social platform, to a podcast, newsletter, or professional website or magazine</li></ul>	<ul style="list-style-type: none"><li>• <b>Minimal or no participation</b> in professional organizations, media, or social platforms</li></ul>

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## 4. Goals and contribution to Thirty Under 30

Does this applicant: Understand how they could and would benefit from and contribute to the Thirty Under 30 community?

3	2	1
<ul style="list-style-type: none"><li>• This person <b>shares clear goals</b> and enthusiasm for what Thirty Under 30 offers</li><li>• This person would bring <b>valuable experience or knowledge to the cohort</b> and community</li></ul>	<ul style="list-style-type: none"><li>• <b>Few examples</b> of how this person would contribute to the community</li><li>• <b>Applicant seems unsure</b> of how the program could advance their career or help them achieve professional goals</li></ul>	<ul style="list-style-type: none"><li>• Applicant shows <b>little or no awareness</b> of how they could contribute to or benefit from the cohort</li><li>• Applicant appears <b>primarily interested in how they would benefit</b> from the program with little evidence of desire to contribute</li></ul>