

Faculty Mentor Badge

The Faculty Mentor Badge recognizes individuals who demonstrate excellence in group mentorship using the LEAD Framework (Listen & Learn, Engage & Empower, Align & Apply, Develop & Disseminate). This credential acknowledges mentors who foster meaningful discussions, empower mentees, align mentorship with real-world applications, and cultivate leadership development. To earn the badge, mentors must score Proficient (3) or higher in all four competencies, submit a Mentorship Reflection Report, and receive positive feedback from at least two mentees. This badge validates a mentor's ability to support professional growth, collaboration, and mentorship sustainability.

Competency Rubric for LEAD Mentorship Certification

Competency	Emerging (1)	Developing (2)	Proficient (3)	Distinguished (4)
L - Listen & Learn Creates a psychologically safe environment where mentees can share experiences and insights.	Shows basic listening skills but frequently dominates conversations or interrupts mentees.	Demonstrates active listening and acknowledges mentees' input but may not fully facilitate a safe and inclusive space.	Consistently engages in active listening, asks clarifying questions, and fosters a supportive, open space for discussion.	Models expert-level active listening, encourages deep reflection, and ensures every mentee feels heard and valued.
E - Engage & Empower Encourages mentees to take ownership of their learning and fosters collaboration.	Provides limited engagement and relies on one-directional mentorship with minimal mentee participation.	Encourages discussion but primarily directs conversations rather than fostering collaboration.	Facilitates interactive mentorship sessions, allowing mentees to take initiative in learning and peer-to-peer collaboration.	Creates a self-sustaining mentorship environment where mentees actively lead discussions and mentor one another.
A - Align & Apply Guides mentees in connecting mentorship discussions to real-world applications.	Provides general advice without clear alignment to mentees' professional or academic goals.	Occasionally connects discussions to real-world applications but lacks a structured approach.	Regularly integrates real-world examples and encourages mentees to apply learning to their goals.	Systematically aligns mentorship with mentees' individual and collective goals, ensuring actionable outcomes.
D - Develop & Disseminate Supports mentees in developing leadership skills and sharing knowledge with others.	Limited focus on leadership development or knowledge-sharing opportunities.	Encourages mentees to develop leadership skills but provides few structured opportunities for dissemination.	Actively supports mentees in leadership development and facilitates knowledge-sharing opportunities.	Cultivates a culture of mentorship sustainability, guiding mentees to become future mentors and share their expertise widely.

The LEAD Framework (Listen & Learn, Engage & Empower, Align & Apply, Develop & Disseminate) is aligned with [GROW](#) (Whitmore, 2009) and [Kram's Phases of Mentoring](#) (1983).

Faculty Mentor Badge: Competency Demonstration Activities

To earn the Faculty Mentor Badge, mentors must demonstrate proficiency in each LEAD competency by selecting one activity per competency from the options below. Additionally, mentors must score Proficient (3) or higher in all four competencies, submit a Mentorship Reflection Report, and receive positive feedback from at least two mentees.

LEAD Competency	Activity Option 1	Activity Option 2	Activity Option 3
<p>L - Listen & Learn Demonstrate active listening skills, creating a safe and supportive mentorship environment.</p>	<p>Mentorship Reflection Journal Keep a reflective journal for one month, documenting key discussions, mentee concerns, and how active listening influenced mentorship outcomes.</p>	<p>Active Listening Role-Play Record or participate in a live session where you facilitate a group discussion, demonstrating paraphrasing, asking clarifying questions, and ensuring all voices are heard.</p>	<p>Peer Feedback Analysis Gather feedback from mentees about your listening skills and summarize key takeaways, including adjustments made based on their input.</p>
<p>E - Engage & Empower Encourage mentees to take ownership of their learning and foster collaboration.</p>	<p>Facilitate a Peer-Led Session Organize a mentorship session where mentees lead a discussion or problem-solving activity, with you as a facilitator.</p>	<p>Personalized Development Plan Guide each mentee in creating a professional development goal and support them in outlining actionable steps to achieve it.</p>	<p>Strengths-Based Feedback Session Conduct a session where you help mentees identify their strengths and discuss strategies to leverage them in their academic or professional journey.</p>
<p>A - Align & Apply Help mentees connect mentorship discussions with real-world applications.</p>	<p>Case Study or Scenario Analysis Present a real-world challenge related to your field and guide mentees through a discussion on how to apply learned strategies to address it.</p>	<p>Goal-Setting & Progress Tracking Work with mentees to set measurable professional or academic goals and track their progress over a set period, adjusting as needed.</p>	<p>Shadowing or Informational Interview Arrange for mentees to shadow a professional or conduct an informational interview to see how mentorship skills translate into professional success.</p>
<p>D - Develop & Disseminate Support mentees in developing leadership skills and sharing knowledge.</p>	<p>Mentee-to-Mentor Transition Plan Develop a plan to help mentees transition into future mentors by outlining necessary skills, opportunities, and training resources.</p>	<p>Knowledge Sharing Project Guide mentees in creating and presenting a mini-workshop or resource (e.g., blog post, video, or presentation) on a topic relevant to their development.</p>	<p>Mentorship Impact Report Create a report summarizing mentorship impact, including mentee growth, key discussions, and evidence of leadership development among mentees.</p>