

2021 ARISTA PROVINCIAL CONTEST

Evaluation grid Quebec Young Executive

The candidate must assume an executive position, that is to say performing tasks that include supervising personnel or managing an area of activity, within an Enterprise or an Organisation and on the Reference date.

Reference date: December 31, 2020

Please refer to the attached lexicon for the following terms: *humanist values and *progressive values.

Evaluation criteria	Evaluation
<p>Achievements</p> <ul style="list-style-type: none"> ▪ Contributes to his organization's growth ▪ Drives projects/mandates that have significant and positive impact for their organization and their community / environment. ▪ Manage in a way to assure growth, consistency and tangible results 	<p>_____ / 35 %</p>
<p>Leadership</p> <ul style="list-style-type: none"> ▪ Shows an ability to orient, mobilize, guide, and influence ▪ Demonstrates an ability to plan, organize and coordinate ▪ Possesses the negotiation skills to deal with stakeholders ▪ Mobilizes partner organizations, the company, colleagues, and employees around humanist values* 	<p>_____ / 25 %</p> <p><i>* Half of this score is attributed to the question on the impact of the individual's values</i></p>
<p>Vision and Perseverance</p> <ul style="list-style-type: none"> ▪ Demonstrates long-term vision for the evolution of the organization ▪ Shows perseverance and determination when faced with obstacles and challenges ▪ Demonstrates risk-management capacity ▪ Demonstrates an ability to adapt to changes in their environment 	<p>_____ / 10 %</p>
<p>Innovation</p> <ul style="list-style-type: none"> ▪ Demonstrates originality in managing the business, human resources and/or material resources ▪ Is at the forefront of the industry ▪ Implements progressive values* in strategic thinking ▪ Puts forward pragmatic innovative solutions to facilitate social change and innovation 	<p>_____ / 15 %</p>
<p>Implication</p> <ul style="list-style-type: none"> ▪ Takes part in initiatives that favour social, economic or cultural development ▪ Shares expertise and experience within the community ▪ Demonstrates the ability to target and develop a professional network 	<p>_____ / 15 %</p>
<p>TOTAL</p>	<p>_____ / 100 %</p>

Quebec young entrepreneur: arts and culture

The candidate must have established or must manage a **non-profit Organisation**, must hold a voting position or exercise factual control in the Organisation and must exercise a significant influence over the operations and the strategic orientations of the Organisation. The Organisation must operate in the cultural field and must pursue a **professionally artistic mission: visual arts, cinema, video arts, digital arts, performing arts (dance, theater, circus arts), multidisciplinary arts, aboriginal arts, architecture, music and literature**. The candidate's Organisation must have been in operation for at least one (1) year prior to the Reference date.

Reference date: December 31, 2020

Please refer to the attached lexicon for the following terms: *humanist values and *progressive values.

Evaluation criteria	Evaluation
<p>Achievements</p> <p>The candidate:</p> <ul style="list-style-type: none"> ▪ Implemented an initiative, a project or a business in the cultural field ▪ Works in a way that ensures growth, consistency and concrete results ▪ Exercises a significant and positive influence within the business ▪ Ensures the company's sound management <p>The business / organization :</p> <ul style="list-style-type: none"> ▪ Shows profitability potential (especially, taking into account its sources of revenues) and a growth potential and predictability ▪ Plans for social responsibility and sustainable development initiatives ▪ Exercises a significant and positive influence within the community 	<p style="text-align: right;">_____ / 35 %</p>
<p>Leadership</p> <ul style="list-style-type: none"> ▪ Shows an ability to orient, mobilize, guide, and influence ▪ Demonstrates an ability to plan, organize and coordinate ▪ Possesses the negotiation skills to deal with stakeholders ▪ Ensures its business is a leader in its activity sector ▪ Mobilizes partner organizations, the company, colleagues, and employees around humanist values* 	<p style="text-align: right;">_____ / 25 %</p> <p style="text-align: center;"><i>* Half of this score is attributed to the question on the impact of the individual's values</i></p>
<p>Vision and Perseverance</p> <ul style="list-style-type: none"> ▪ Demonstrates long-term vision for the organization ▪ Demonstrates entrepreneurial flair: identifies and seizes business opportunities ▪ Shows perseverance and determination when faced with obstacles and challenges ▪ Demonstrates risk-management capacity ▪ Demonstrates an ability to adapt to changes in his environment 	<p style="text-align: right;">_____ / 10 %</p>
<p>Innovation</p> <p>The candidate:</p> <ul style="list-style-type: none"> ▪ Implements new ideas to answer market needs ▪ Demonstrates originality in managing the business, human resources and/or material resources ▪ Implements progressive values* in strategic thinking ▪ Puts forward pragmatic innovative solutions to facilitate social change and innovation <p>The project/organization:</p> <ul style="list-style-type: none"> ▪ Is at the forefront of the industry 	<p style="text-align: right;">_____ / 15 %</p>
<p>Implication</p> <p>The candidate:</p> <ul style="list-style-type: none"> ▪ Shares expertise and experience within the community ▪ Demonstrates the ability to target, regroup and develop a professional network around its initiative / project / organization ▪ Takes part in initiatives that favour social, economic or cultural development 	<p style="text-align: right;">_____ / 15 %</p>
<p>TOTAL</p>	<p style="text-align: right;">_____ / 100 %</p>

Evaluation grid

Quebec young entrepreneur: growing enterprise

The candidate must have founded the Enterprise, hold voting power or exercise factual control, and exercise significant influence on the Enterprise's operations and strategic orientations. The candidate's business must have been in operation for **at least two (2) years** prior to the Reference date, and show significant results in developing revenue and creating value (for example: number of employees, revenue, profit, economic fallout, positive social impact, visibility for the city and province, etc.).

Reference date: December 31, 2020

In this category, note that the following will also be taken into account for evaluation purposes:

- Month and year of incorporation (or onset of operations)
- Sales figure (in CAD)
- Number of employees
- Sustainable development and social responsibility policy

Please refer to the attached lexicon for the following terms: **humanist values and *progressive values.*

Evaluation criteria	Evaluation
<p>Achievements</p> <p>The candidate:</p> <ul style="list-style-type: none"> ▪ Works in a way that ensures growth, consistency and concrete results ▪ Exercises positive and significant influence within the business ▪ Ensures the company's sound management <p>The business:</p> <ul style="list-style-type: none"> ▪ Shows notable growth: new market development or broadening of its range of products/services and/or personnel, etc. ▪ Has the potential to be purchased or be publicly traded (valorization) ▪ Provides genuine fallout for Quebec (economic, visibility, etc.) ▪ Integrates social responsibility and sustainable development initiatives ▪ Exercises positive and significant influence within the community 	<p>_____ / 35%</p>
<p>Leadership</p> <ul style="list-style-type: none"> ▪ Shows an ability to orient, mobilize, guide, and influence ▪ Demonstrates an ability to plan, organize and coordinate ▪ Possesses the negotiation skills to deal with stakeholders ▪ Ensures its businesses is a leader in its activity sector ▪ Mobilizes partner organizations, the company, colleagues, and employees around humanist values* 	<p>_____ / 25%</p> <p><i>* Half of this score is attributed to the question on the impact of the individual's values</i></p>
<p>Vision and Perseverance</p> <ul style="list-style-type: none"> ▪ Demonstrates long-term vision for the organization and has specific growth objectives ▪ Demonstrates entrepreneurial flair: identifies and seizes business opportunities ▪ Shows perseverance and determination when faced with obstacles and challenges ▪ Demonstrates risk-management capacity ▪ Demonstrates an ability to adapt to changes in their environment 	<p>_____ / 10%</p>
<p>Innovation</p> <p>The candidate:</p> <ul style="list-style-type: none"> ▪ Implements new ideas to answer market needs ▪ Demonstrates originality in managing the business, human resources and/or material resources ▪ Has intellectual property assets and valorizes them (trademarks, patents, know-how, etc.) ▪ Implements progressive values* in strategic thinking ▪ Puts forward pragmatic innovative solutions to facilitate social change and innovation <p>The business:</p> <ul style="list-style-type: none"> ▪ Is at the forefront of the industry 	<p>_____ / 15%</p>
<p>Implication</p> <p>The candidate:</p> <ul style="list-style-type: none"> ▪ Takes part in initiatives that favour social, economic or cultural development ▪ Shares expertise and experience within the community ▪ Demonstrates the ability to target and develop a professional network 	<p>_____ / 15%</p>
TOTAL	<p>___ / 100%</p>

Evaluation grid

Quebec young entrepreneur: start-up

The candidate must have founded an Enterprise, must hold a voting position or exercise factual control in the Enterprise and exercise a significant influence over the operations and the strategic orientations of the Enterprise. The candidate's Enterprise must have been in operation **for at least six (6) months** prior to the Reference date. The candidate's Enterprise must show innovation and **strong potential for development**. Note: If the Enterprise has been in operation **for more than two (2) years**, the candidate can register as Young Entrepreneur: growing enterprise, **if significant results were achieved**.

Reference date: December 31, 2020

In this category, note that the following will also be taken into account for evaluation purposes:

- Month and year of incorporation (or onset of operations)
- Sales figure (in CAD)
- Number of employees
- Sustainable development and social responsibility policy

Please refer to the attached lexicon for the following terms: **humanist values and *progressive values.*

Evaluation criteria	Evaluation
<p>Achievements</p> <p>The candidate:</p> <ul style="list-style-type: none"> ▪ Works in a way that ensures growth, consistency and concrete results ▪ Exercises significant and positive influence within the business ▪ Ensures the company's sound management <p>The business:</p> <ul style="list-style-type: none"> ▪ Shows profitability potential (especially, taking into account its sources of revenues) and a growth potential and predictability ▪ Plans for social responsibility and sustainable development initiatives ▪ Exercises significant and positive influence within the community 	<p>_____ / 35 %</p>
<p>Leadership</p> <ul style="list-style-type: none"> ▪ Shows an ability to orient, mobilize, guide, and influence ▪ Demonstrates an ability to plan, organize and coordinate ▪ Possesses the negotiation skills to deal with stakeholders ▪ Ensures its business is a leader in its activity sector ▪ Mobilizes partner organizations, the company, colleagues, and employees around humanist values* 	<p>_____ / 25 %</p> <p><i>* Half of this score is attributed to the question on the impact of the individual's values</i></p>
<p>Vision and Perseverance</p> <ul style="list-style-type: none"> ▪ Demonstrates long-term vision for the organization ▪ Demonstrates entrepreneurial flair: identifies and seizes business opportunities ▪ Shows perseverance and determination when faced with obstacles and challenges ▪ Demonstrates risk-management capacity ▪ Demonstrates an ability to adapt to changes in their environment 	<p>_____ / 10 %</p>
<p>Innovation</p> <p>The candidate:</p> <ul style="list-style-type: none"> ▪ Is at the forefront of the industry ▪ Implements new ideas to answer market needs ▪ Demonstrates originality in managing the business, human resources and/or material resources ▪ Has intellectual property assets and valorizes them (trademarks, patents, know-how, etc.) ▪ Implements progressive values* in strategic thinking ▪ Puts forward pragmatic innovative solutions to facilitate social change and innovation <p>The business:</p> <ul style="list-style-type: none"> ▪ Must show innovation 	<p>_____ / 15 %</p>
<p>Implication</p> <p>The candidate:</p> <ul style="list-style-type: none"> ▪ Takes part in initiatives that favour social, economic or cultural development ▪ Demonstrates the ability to target and develop a professional network ▪ Shares expertise and experience within the community 	<p>_____ / 15 %</p>
<p>TOTAL</p>	<p>_____ / 100 %</p>

Evaluation grid

Quebec young leader: social responsibility

The candidate must be chiefly or directly in charge of initiatives, projects or businesses having a positive impact **on the pillars of sustainability** (society, economy, and environment). The project must have been implemented before the Date of reference. The Enterprise or Organisation for which the candidate works does not have to focus on sustainability as its main vocation or mission.

Reference date: December 31, 2020

Please refer to the attached lexicon for the following terms: *humanist values and *progressive values.

Evaluation criteria	Evaluation
<p>Achievements</p> <ul style="list-style-type: none"> ▪ Implements realistic pragmatic initiatives that have a positive impact on at least one (1) or the three (3) pillars of sustainability (society, economy, and environment) ▪ Brings about projects that directly contribute to sustainable development or social responsibility, whose impacts and fallout are: <ul style="list-style-type: none"> ○ positive and measurable ○ tangible and durable ▪ Takes on an issue in the professional environment or community ▪ Manages projects to ensure the growth or consistency of results using continuous improvement processes 	<p>_____ / 35%</p>
<p>Leadership</p> <ul style="list-style-type: none"> ▪ Participated in a significant manner to the initiative or project's implementation ▪ Demonstrates proper management of stakeholders and the ability to involve such stakeholders and negotiate with them ▪ Mobilizes partner organizations, the company, colleagues, and employees around humanist values* ▪ Demonstrates an ability to plan, organize and coordinate ▪ Demonstrates the ability to target and develop a professional network ▪ Shares expertise and experience within the community 	<p>_____ / 25%</p> <p><i>Half of this score is attributed to the question on the impact of the individual's values</i></p>
<p>Vision and Perseverance</p> <ul style="list-style-type: none"> ▪ Perseverance and determination when faced with obstacles and challenges ▪ Demonstrates long-term strategic vision ▪ Demonstrates risk-management capacity ▪ Demonstrates an ability to adapt to changes in their environment ▪ Demonstrates the capacity to adapt to available resources, including human and financial resources 	<p>_____ / 10%</p>
<p>Innovation</p> <ul style="list-style-type: none"> ▪ The project's nature is innovative, structuring or cutting edge compared with what is done in its sector in Quebec ▪ Develops innovative solutions that meet and adapt to the market's needs ▪ Puts forward realistic pragmatic innovative solutions to favour the growth of sustainable development, change, and social innovation ▪ Implements progressive values* in strategic thinking 	<p>_____ / 15%</p>
<p>Implication</p> <p>Outside the organization or initiative, the candidate:</p> <ul style="list-style-type: none"> ▪ Takes part in initiatives that favour social, economic or cultural development ▪ Shares expertise and experience within the community ▪ Demonstrates the ability to target and develop a professional network 	<p>_____ / 15%</p>
<p>TOTAL</p>	<p>_____ / 100%</p>

2021 ARISTA PROVINCIAL CONTEST



Evaluation grid

Quebec young international leader

The candidate must be primarily and directly responsible for initiatives beyond Quebec's borders (**rest of Canada and/or internationally**) that must have been underway for at least 6 months prior to the Reference date. For example, initiatives can be: the export of goods and services, business acquisitions, the creation of a new division or the practice of their profession. The initiative must have a positive effect on Quebec's economic development and its influence in the rest of Canada and internationally. The candidate must work for an Enterprise or an Organisation with a business address located in Quebec.

Reference date: December 31, 2020

Please refer to the attached lexicon for the following term: **humanist values*.

Evaluation criteria	Evaluation
<p>Achievements</p> <ul style="list-style-type: none"> ▪ Is recognized for their achievements and initiatives beyond Quebec's borders (rest of Canada and/or internationally) ▪ Drives projects/mandates that have significant impact on Quebec's economic development and genuine fallout for Quebec. ▪ Ensures tangible results that positively impact and benefit the partner organizations. 	<p style="text-align: right;">_____ / 35 %</p>
<p>Leadership</p> <ul style="list-style-type: none"> ▪ Participated and influenced in a significant manner to the initiative or project's implementation ▪ Contributes by their actions to the initiative or project's visibility ▪ Demonstrates an ability to plan, organize and coordinate ▪ Possesses the negotiation skills to deal with stakeholders ▪ Mobilizes partner organizations, the company, colleagues, and employees around humanist values* 	<p style="text-align: right;">_____ / 25 %</p> <p style="text-align: right;"><i>* Half of this score is attributed to the question on the impact of the individual's values</i></p>
<p>Vision and Perseverance</p> <ul style="list-style-type: none"> ▪ Identify new opportunities to improve and increase Quebec's visibility in the rest of the Canada and/or internationally ▪ Demonstrates long-term vision ▪ Shows perseverance and determination when faced with obstacles and challenges ▪ Demonstrates risk-management capacity ▪ Demonstrates an ability to adapt to changes in their environment 	<p style="text-align: right;">_____ / 10 %</p>
<p>Innovation</p> <ul style="list-style-type: none"> ▪ Demonstrates audacity and creativity to develop new markets and alliances ▪ Develops and implements new ideas to answer challenges incurred abroad (culture, regulations, etc) ▪ Puts forward realistic pragmatic innovative solutions to favour the growth of sustainable development, change, and social innovation 	<p style="text-align: right;">_____ / 15 %</p>
<p>Implication</p> <ul style="list-style-type: none"> ▪ Takes part in initiatives that favour social, economic or cultural development ▪ Shares expertise and experience within the community ▪ Mobilize its organization to become socially involved in the communities where its professional activities are based (locally, nationally, internationally) ▪ Demonstrates the ability to target and develop a professional network 	<p style="text-align: right;">_____ / 15%</p>
<p>TOTAL</p>	<p style="text-align: right;">_____ / 100 %</p>

Evaluation grid

Quebec young techno-creative leader

The candidate must be principally or directly responsible for an initiative(s), project(s) or business(es) in the techno-creative sector (this terms groups businesses that specialize in new digital technologies and/or creative multimedia). **The initiative must have a character that is innovative, unexpected, imaginative, visionary and have a strong potential for development, outreach and economic fallouts for Québec.** The candidate must be the founder or must work for an Enterprise or an Organisation with a business address located in Quebec.

Reference date: December 31, 2020

Please refer to the attached lexicon for the following terms: *humanist values.

Evaluation criteria	Evaluation
<p>Achievements</p> <p>The candidate:</p> <ul style="list-style-type: none"> ▪ Implemented an initiative, a project or a business in the techno-creative sector ▪ Works in a way that ensures growth and concrete results ▪ Drives projects/mandates that have significant impact within their organization ▪ Exercises a positive influence within the business <p>The business/organization:</p> <ul style="list-style-type: none"> ▪ Shows profitability potential (especially, taking into account its sources of revenues) and a growth potential and predictability ▪ Already generated some of its financial goals (an advantage) ▪ Plans for social responsibility and sustainable development initiatives 	<p style="text-align: right;">_____ / 35 %</p>
<p>Leadership</p> <ul style="list-style-type: none"> ▪ Shows an ability to orient, mobilize, guide, and influence ▪ Demonstrates an ability to plan, organize and coordinate ▪ Possesses the negotiation skills to deal with stakeholders ▪ Ensures their business or project is a leader in its activity sector ▪ Mobilizes partner organizations, the company, colleagues, and employees around humanist values* 	<p style="text-align: right;">_____ / 25 %</p> <p><i>* Half of this score is attributed to the question on the impact of the individual's values</i></p>
<p>Vision and Perseverance</p> <ul style="list-style-type: none"> ▪ Demonstrates long-term strategic vision for the organization ▪ Shows perseverance and determination when faced with obstacles and challenges ▪ Demonstrates an ability to adapt to changes in his environment 	<p style="text-align: right;">_____ / 10 %</p>
<p>Innovation</p> <p>The candidate:</p> <ul style="list-style-type: none"> ▪ Implements or encourage new ideas and innovation ▪ Demonstrates originality in managing the business, human resources and/or material resources ▪ Puts forward pragmatic innovative solutions to facilitate social change and innovation <p>The project/organization:</p> <ul style="list-style-type: none"> ▪ Is at the forefront of the industry 	<p style="text-align: right;">_____ / 15 %</p>
<p>Implication</p> <ul style="list-style-type: none"> ▪ Shares expertise and experience within the community ▪ Demonstrates the ability to target, regroup and develop a professional network around its initiative / project / organization ▪ Takes part in initiatives that favour social, economic or cultural development 	<p style="text-align: right;">_____ / 15 %</p>
<p>TOTAL</p>	<p style="text-align: right;">_____ / 100 %</p>

2021 ARISTA PROVINCIAL CONTEST

Evaluation grid

Quebec young professional

The candidate must, for the majority of their professional activities:

- practise their profession and be members in good standing of a recognized professional order governing the practice of their profession in Quebec; **or**
- be members of a professional association supervising the practice of their profession; **or**
- practise their profession in exchange for financial retribution specifically related to their training and skills within an Enterprise or Organisation.

The candidate must have been practising their profession for at least one (1) year prior to the Reference date.

Reference date: December 31, 2020

Please refer to the attached lexicon for the following terms: *humanist values and *progressive values.

Evaluation criteria	Evaluation
Achievements <ul style="list-style-type: none"> ▪ Is recognized for their skills and expertise ▪ Contributes to the profession's growth ▪ Drives projects/mandates that have significant and positive impact and bring tangible results that benefit their organization, their community and their profession 	<p>_____ / 35%</p>
Leadership <ul style="list-style-type: none"> ▪ Shows an ability to orient, mobilize, guide, and influence ▪ Demonstrates an ability to plan, organize and coordinate ▪ Mobilizes partner organizations, the company, colleagues, and employees around humanist values* 	<p>_____ / 25%</p> <p><i>* Half of this score is attributed to the question on the impact of the individual's values</i></p>
Vision and Perseverance <ul style="list-style-type: none"> ▪ Demonstrates long-term vision for the evolution of the profession and professional development ▪ Shows perseverance and determination when faced with obstacles and challenges ▪ Demonstrates risk-management capacity ▪ Demonstrates an ability to adapt to changes in their environment 	<p>_____ / 10%</p>
Innovation <ul style="list-style-type: none"> ▪ Puts forward pragmatic innovative solutions to facilitate social change and innovation ▪ Is at the forefront of the industry ▪ Demonstrates creativity 	<p>_____ / 15%</p>
Implication <ul style="list-style-type: none"> ▪ Takes part in initiatives that favour social, economic or cultural development ▪ Shares expertise and experience within the community ▪ Demonstrates the ability to target and develop a professional network 	<p>_____ / 15%</p>
TOTAL SCORE	_____ / 100%

Evaluation grid

Quebec young transferee

The candidate must have acquired an Enterprise or taken over the management as a Partner, Director General (DG), President or Chief Executive Officer (CEO) of an existing Enterprise or Organisation, must hold a voting position or exercise factual control in the Enterprise and exercise a significant influence over the operations and strategic orientations of the Enterprise. The acquisition or the takeover of an Enterprise by a current employee, an external individual or a member of the same family are accepted. The change of administration must have occurred at least one (1) year prior to the Reference date.

Reference date: December 31, 2020

In this category, note that the following will also be taken into account for evaluation purposes:

- Month and year of incorporation (or onset of operations)
- Sales figure (in CAD)
- Number of employees
- Sustainable development and social responsibility policy

Please refer to the attached lexicon for the following terms: **humanist values.*

Evaluation criteria	Evaluation
<p>Achievements</p> <p>The candidate:</p> <ul style="list-style-type: none"> ▪ Manage and influence the strategic orientation since the acquisition/take over ▪ Drives projects/mandates that have significant and positive impact for their organization ▪ Ensures the company’s sound management ▪ Ensures tangible results that positively impact and benefit the partner organizations. <p>The business:</p> <ul style="list-style-type: none"> ▪ Plans for social responsibility and sustainable development initiatives ▪ Exercises positive and significant influence within the community 	<p>_____ / 35 %</p>
<p>Leadership</p> <ul style="list-style-type: none"> ▪ Eased the executive change by their actions with the team and stakeholders. ▪ Shows an ability to orient, mobilize, guide, and influence ▪ Demonstrates an ability to plan, organize and coordinate ▪ Possesses the negotiation skills to deal with stakeholders ▪ Ensures its businesses is a leader in their activity sector ▪ Mobilizes partner organizations, the company, colleagues, and employees around humanist values* 	<p>_____ / 25 %</p> <p><i>* Half of this score is attributed to the question on the impact of the individual’s values</i></p>
<p>Vision and Perseverance</p> <ul style="list-style-type: none"> ▪ Demonstrates long-term strategic vision for the organization ▪ Perseverance and determination when faced with obstacles and challenges ▪ Demonstrates entrepreneurial flair: identifies and seizes business opportunities ▪ Demonstrates an ability to adapt to changes in their environment 	<p>_____ / 10 %</p>
<p>Innovation</p> <p>The candidate:</p> <ul style="list-style-type: none"> ▪ Implements new ideas to answer market needs ▪ Demonstrates originality in managing the business, human resources and/or material resources ▪ Has intellectual property assets and valorizes them (trademarks, patents, know-how, etc.) ▪ Puts forward pragmatic innovative solutions to facilitate social change and innovation <p>The business:</p> <ul style="list-style-type: none"> ▪ Is at the forefront of the industry 	<p>_____ / 15 %</p>
<p>Implication</p> <p>The candidate:</p> <ul style="list-style-type: none"> ▪ Takes part in initiatives that favour social, economic or cultural development ▪ Shares expertise and experience within the community ▪ Demonstrates the ability to target and develop a professional network 	<p>_____ / 15 %</p>
<p>TOTAL</p>	<p>_____ / 100 %</p>

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Evaluation grid

Quebec young self-employed individual

The candidate must work by themselves, either directly or through an Enterprise of which they are the sole shareholder or shareholder with Related persons, at least one year prior to the Reference date. They must conduct business with one or more Enterprises or Organisations. They must not have employees and must not have had employees in the course of the year prior to the Reference date.

Reference date: December 31, 2020

Please refer to the attached lexicon for the following terms: *humanist values and *progressive values.

Evaluation criteria	Evaluation
<p>Achievements</p> <ul style="list-style-type: none"> ▪ Is recognized for their skills, expertise and achievements. ▪ Ensure the growth of their activity ▪ Ensures tangible results that positively impact and benefit the partner organizations. 	<p>_____ / 35 %</p>
<p>Leadership</p> <ul style="list-style-type: none"> ▪ Demonstrates an ability to plan, organize and coordinate ▪ Possesses the negotiation skills to deal with stakeholders ▪ Influence partner organizations around humanist values* 	<p>_____ / 25 %</p> <p><i>* Half of this score is attributed to the question on the impact of the individual's values</i></p>
<p>Vision and Perseverance</p> <ul style="list-style-type: none"> ▪ Demonstrates long-term vision ▪ Demonstrates entrepreneurial flair: identifies and seizes business opportunities ▪ Shows perseverance and determination when faced with obstacles and challenges ▪ Demonstrates risk-management capacity ▪ Demonstrates an ability to adapt to changes in their environment 	<p>_____ / 10 %</p>
<p>Innovation</p> <ul style="list-style-type: none"> ▪ Demonstrates creativity ▪ Develops and Implements new ideas to answer market needs ▪ Implements progressive values* in strategic thinking ▪ Puts forward pragmatic innovative solutions to facilitate social change and innovation 	<p>_____ / 15 %</p>
<p>Implication</p> <ul style="list-style-type: none"> ▪ Takes part in initiatives that favour social, economic or cultural development ▪ Demonstrates the ability to target and develop a professional network ▪ Shares expertise and experience within the community 	<p>_____ / 15 %</p>
<p>TOTAL</p>	<p>_____ / 100 %</p>