



Joan A Dempsey Mentorship Award

2026 INSA Charlie Allen Achievement Awards

Instructions and Overview – Please Read Carefully!

The **Joan A. Dempsey Mentorship Award** honors members of the intelligence, defense, or homeland security communities who go above and beyond to guide colleagues and help shape the next generation of leaders.

ELIGIBILITY

Nominees must be currently serving in government, industry or academia at the E-8/O-6/GS-15 level or below (or equivalent).

COMPLETING THE FORM

Please focus your nomination on the nominee's work over the past **three to five years**. The selection committee must be able to evaluate the nominee's individual contributions, not the achievements of an office, team, or formal mentoring program. Use the selection criteria below to guide your responses.

- **Question One:** Provide background on the nominee's office or project and describe their role. This helps establish context.
- **Questions Two and Three (most important):** Describe the nominee's personal contributions as a mentor, including how they have guided and supported the professional growth of peers and junior colleagues, strengthened the organization, and contributed to the well-being of the workforce and its community. Highlight how the nominee has advanced the careers and intellectual development of others by sharing expertise, offering opportunities, and preparing future leaders. Explain how the nominee has served as a role model, demonstrating integrity, setting high standards, and inspiring others through example. **Note:** For those whose primary role is training or education, those activities will not be considered "mentoring."

SELECTION CRITERIA

All nominations will be reviewed by the INSA Achievement Awards Committee using the following criteria. Nominations do not need to address every criterion.

Hands-On Mentorship: Demonstrates a sustained commitment to mentoring through formal or informal relationships. Actively shares knowledge, provides constructive feedback, and helps colleagues and junior staff develop the skills and confidence to succeed as professionals and leaders.

Leadership: Builds and leads mentorship opportunities in the workplace that strengthen the capabilities, leadership potential, and mission impact of peers and junior colleagues across the defense, intelligence, and homeland security communities.

Inspiration: Exemplifies integrity, professionalism, and high standards, serving as a trusted example for others to follow. Motivates and encourages colleagues and junior staff to aim higher, grow in their careers, and contribute fully to the mission.

Values: Promotes a culture of innovation, collaboration, resourcefulness, and resilience that strengthens both individuals and organizations.

Career & Intellectual Development: Advances the professional growth of colleagues and junior staff by providing guidance, feedback, and opportunities that expand expertise, open career pathways, and prepare future leaders

Advocacy & Sponsorship: Actively champions the success of others by creating opportunities, making connections, and using their influence to support the advancement of colleagues and junior staff.



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Please submit completed nominations to achievement@INSAonline.org by COB on **Friday, October 31.**

Note: All nomination materials must be unclassified.

Nominee	Nominating Official
Full Name	Full Name
Agency & Office/Company/University	Agency & Office/Company/University
Military or GS Rank (<i>if applicable</i>) <i>Nominees must be E-8/O-6/GS-15 level or below (or equivalent)</i>	Military or GS Rank (<i>if applicable</i>) or Equivalent
Title/Position	Title/Position
Estimated Years of Professional Experience	Relationship to Nominee (supervisor, mentee, etc.)
Postal Address	Postal Address
Phone Number	Phone Number
Unclassified Email Address	Unclassified Email Address
<p>How did you hear about the Charlie Allen Achievement Awards?</p> <p><input type="checkbox"/> INSA newsletter/website <input type="checkbox"/> Press release <input type="checkbox"/> From my agency</p> <p><input type="checkbox"/> From another organization: _____</p> <p><input type="checkbox"/> Other (please describe): _____</p>	



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1. BACKGROUND

Please provide a brief description of the office or project the nominee supports, along with the nominee's specific role. This background information will serve as context for the following questions. (250 words maximum)



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2. ACCOMPLISHMENTS

Describe how the nominee has mentored colleagues in the defense, intelligence, or homeland security communities over the past 3-5 years. Include examples of formal and informal mentoring, any leadership roles, and the impact on mentees, colleagues, or the organization. Be sure to address how the nominee has supported career growth, created opportunities, served as a role model, and advocated for others' advancement. (400 words max).



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3. BROADER CONTRIBUTIONS TO THE MISSION

Please share any additional information that highlights the nominee's character and contributions to their organization and its mission. This may include support to stakeholders, voluntary efforts to train or educate colleagues, contributions to workforce morale or well-being, or engagement with the broader defense, intelligence, or homeland security community. (250 words maximum)