

**Candidate Expectation:** Candidates will produce evidence of proficiency in displaying self-confidence by demonstrating a strong desire to achieve in a fast paced environment, showing willingness to take risks to grow even when success is not guaranteed, having the desire to step outside of comfort zone, sticking to convictions and beliefs while demonstrating consideration towards others, and being well poised.

INDICATORS	1= STRONG EVIDENCE SKILL IS NOT PRESENT	3 = MODERATE EVIDENCE SKILL IS PRESENT	5 = VERY STRONG EVIDENCE SKILL IS PRESENT
<b>A. DESIRE TO ACHIEVE IN A FAST PACED ENVIRONMENT</b>	<p><i>Has trouble demonstrating a strong desire to achieve in a fast paced environment.</i></p> <ul style="list-style-type: none"> <li>Often lacks initiative to move projects forward, and sometimes struggles with juggling multiple responsibilities.</li> </ul>	<p><i>Usually demonstrates a strong desire to achieve in a fast paced environment.</i></p> <ul style="list-style-type: none"> <li>Takes the initiative to move projects or ideas forward; however, sometimes struggles with juggling multiple responsibilities.</li> </ul>	<p><i>Always demonstrates a strong desire to achieve in a fast paced environment.</i></p> <ul style="list-style-type: none"> <li>Continually takes the initiative to move projects or ideas forward, easily juggling multiple responsibilities.</li> </ul>
<b>B. WILLING TO TAKE RISKS AND STEP OUTSIDE COMFORT ZONE</b>	<p><i>Has difficulty showing willingness to take risks or to step outside comfort zone.</i></p> <ul style="list-style-type: none"> <li>Is very reluctant to take risks and/or to step outside the comfort zone.</li> </ul>	<p><i>Usually willing to take risks and/or to step outside comfort zone to grow even when success is not guaranteed.</i></p> <ul style="list-style-type: none"> <li>Is sometimes unwilling to take risks and/or step outside the comfort zone.</li> </ul>	<p><i>Always shows willingness to take risks to grow even when success is not guaranteed.</i></p> <ul style="list-style-type: none"> <li>Is always willing to take risks and/or to step outside comfort zone.</li> </ul>
<b>C. CONSIDERATELY STICKS TO CONVICTIONS/ BELIEFS</b>	<p><i>Has difficulty sticking to convictions and beliefs while demonstrating consideration towards others.</i></p> <ul style="list-style-type: none"> <li>Seems to have good beliefs and convictions, but sometimes is easily swayed.</li> </ul>	<p><i>Mostly sticks to convictions and beliefs while demonstrating consideration towards others.</i></p> <ul style="list-style-type: none"> <li>Usually listens to others point of view, and is able to still stand on own ethical standards and beliefs, but occasionally seems swayed.</li> </ul>	<p><i>Always sticks to convictions and beliefs while demonstrating consideration towards others.</i></p> <ul style="list-style-type: none"> <li>Listens to others point of view, but stands firm on ethical issues and personal values.</li> </ul>
<b>D. WELL-POISED</b>	<p><i>Isn't always well poised.</i></p> <ul style="list-style-type: none"> <li>Sometimes seems to loose composure.</li> </ul>	<p><i>Usually is well poised.</i></p> <ul style="list-style-type: none"> <li>Poised and in-control of him/her self most of the time, rarely loses composure.</li> </ul>	<p><i>Is extremely well poised.</i></p> <ul style="list-style-type: none"> <li>Poised and in-control of him/her self at all times.</li> </ul>

**Reflective Questions for the Interviewer to Consider when Evaluating:**

- 1) Does this candidate always demonstrate the desire to achieve in all types of environments?
- 2) Is this candidate always willing to take risks to grow even when success is not guaranteed?
- 3) Does this candidate considerately stick to convictions and beliefs?
- 4) Does this candidate demonstrate poise and control in all situations?

**Reflective Questions for the Interviewee to Consider when Preparing:**

- 1) How do you juggle multiple responsibilities?
- 2) Would others consider you to be a risk-taker, why or why not?
- 3) How do others describe your ability to demonstrate poise?



**Candidate Expectation:** Candidates will produce evidence of proficiency in displaying commitment to the FFA by supporting and advancing the FFA mission daily through his/her words and actions.

INDICATORS	1=STRONG EVIDENCE SKILL IS NOT PRESENT	3= MODERATE EVIDENCE SKILL IS PRESENT	5= VERY STRONG EVIDENCE SKILL IS PRESENT
<p><b>A. SUPPORTING AND ADVANCING FFA MISSION THROUGH WORDS AND ACTIONS</b></p>	<p><i>Has difficulty supporting and advancing the FFA mission daily through his/her words and actions.</i></p> <ul style="list-style-type: none"> <li>• Tends to miss opportunities to add supportive statements regarding FFA's mission.</li> <li>• Omits making a connecting statement in support of FFA's mission when the opportunity arises.</li> <li>• Supportive statements about FFA are absent from many of the activities.</li> <li>• FFA mission appears to not be internalized at this point in time, frequently misses opportunities to discuss FFA, the mission, and how these connect to other initiatives of various groups.</li> </ul>	<p><i>Usually supports and advances the FFA mission daily through his/her words and actions.</i></p> <ul style="list-style-type: none"> <li>• Makes thoughtful and interesting supportive statements about FFA's mission.</li> <li>• Goes beyond the obvious in analyzing the purpose of FFA.</li> <li>• Incorporates support for FFA into most activities.</li> <li>• FFA mission appears to be internalized, but occasionally misses an opportunity to discuss FFA, the mission, and how these connect to initiatives of other groups.</li> </ul>	<p><i>Always supports and advances the FFA mission daily through his/her words and actions.</i></p> <ul style="list-style-type: none"> <li>• Speaks with passion, emotion, interest, and insight about FFA's mission.</li> <li>• Deep thinking is evident about the purpose of FFA.</li> <li>• Clearly incorporates support of FFA into all activities.</li> <li>• FFA mission is obviously internalized, and consistently looks for ways to discuss FFA, the mission, and how these connect to initiatives of other groups.</li> </ul>

**Reflective Questions for the Interviewer to Consider when Evaluating:**

- 1) Does this candidate always support the FFA mission?
- 2) Does this candidate speak with passion, emotion, interest, and insight regarding FFA's mission?
- 3) Is deep thinking evident about the purpose of FFA?
- 4) Does this person incorporate FFA into all activities?
- 5) Does this candidate internalize the FFA mission?

**Reflective Questions for the Interviewee to Consider when Preparing:**

- 1) How do you internalize the FFA mission?
- 2) Why is FFA important for others?
- 3) How did you get involved with FFA?



**Candidate Expectation:** Candidates will produce evidence of proficiency in demonstrating an energetic disposition by maintaining and displaying a high level of energy even in a stressful environment, generating a positive buzz, and having the stamina to maintain a consistent level of performance during continuous activity.

INDICATORS	1=STRONG EVIDENCE SKILL IS NOT PRESENT	3= MODERATE EVIDENCE SKILL IS PRESENT	5= VERY STRONG EVIDENCE SKILL IS PRESENT
<p><b>A. HIGH ENERGY LEVEL, POSITIVE BUZZ, AND STAMINA</b></p>	<p><i>Has difficulty maintaining and displaying a high level of energy when in stressful environments, generating a positive buzz, and having the stamina to maintain a consistent level of performance during continuous activity.</i></p> <ul style="list-style-type: none"> <li>• Struggles with transitions from one activity to the next.</li> <li>• Sometimes not upbeat and positive.</li> <li>• Tires easily, lacks consistent energy level, becomes more negative when tired.</li> </ul>	<p><i>Usually maintains and displays a high level of energy even in a stressful environment, generates a positive buzz, and has the stamina to maintain a consistent level of performance during continuous activity.</i></p> <ul style="list-style-type: none"> <li>• Most often transitions easily from one activity to the next.</li> <li>• Mostly remains upbeat and positive.</li> <li>• Energy level is fairly consistent, but wears out during continuous activity.</li> </ul>	<p><i>Constantly maintains and displays a high level of energy even in a stressful environment, generates a positive buzz, and has the stamina to maintain a consistent level of performance during continuous activity.</i></p> <ul style="list-style-type: none"> <li>• Transitions easily from one activity to the next.</li> <li>• Always remains upbeat and positive.</li> <li>• Displays a consistently high level of energy through all of the activities.</li> </ul>

**Reflective Questions for the Interviewer to Consider when Evaluating:**

- 1) Does this candidate consistently display a high level of energy?
- 2) Is this person always upbeat and positive?
- 3) Does this person demonstrate the stamina required of a National Officer?

**Reflective Questions for the Interviewee to Consider when Preparing:**

- 1) How do you remain positive, even in a stressful situation?
- 2) Why do you think it is important for a National Officer to always appear energetic?
- 3) How do you keep others from knowing how tired you are?



**Candidate Expectation:** Candidates will produce evidence of proficiency in displaying initiative in completing a task by recognizing the appropriate time to take action, being quick to respond to new tasks (i.e. volunteering for tasks readily), showing a willingness to act on tedious or less glamorous activities, and being aware of necessity to take action.

INDICATORS	1=STRONG EVIDENCE SKILL IS NOT PRESENT	3= MODERATE EVIDENCE SKILL IS PRESENT	5= VERY STRONG EVIDENCE SKILL IS PRESENT
<b>A. RECOGNIZES APPROPRIATE TIME TO TAKE ACTION</b>	<p><i>Has difficulty recognizing the appropriate time to take action.</i></p> <ul style="list-style-type: none"> <li>Does not appear to actively look for additional tasks or responsibilities.</li> </ul>	<p><i>Usually recognizes the appropriate time to take action.</i></p> <ul style="list-style-type: none"> <li>Sometimes looks for tasks to be done or additional responsibilities to complete.</li> </ul>	<p><i>Always recognizes the appropriate time to take action.</i></p> <ul style="list-style-type: none"> <li>Always looks for tasks to be done and additional responsibilities to complete.</li> </ul>
<b>B. RESPONDS OR VOLUNTEERS TO NEW TASKS</b>	<p><i>Has difficulty responding to new tasks (i.e. volunteering for tasks readily).</i></p> <ul style="list-style-type: none"> <li>Hesitant to volunteer.</li> </ul>	<p><i>Typically is quick to respond to new tasks (i.e. volunteering for tasks readily).</i></p> <ul style="list-style-type: none"> <li>Sometimes volunteers to keep an activity moving.</li> </ul>	<p><i>Constantly quick to respond to new tasks (i.e. volunteering for tasks readily).</i></p> <ul style="list-style-type: none"> <li>Keeps an activity moving forward by always volunteering when needed.</li> </ul>
<b>C. WILLING TO ACT ON TEDIOUS TASKS</b>	<p><i>Sometimes shows a willingness to act on tedious or less glamorous activities.</i></p> <ul style="list-style-type: none"> <li>Rarely offers to help on tedious tasks.</li> </ul>	<p><i>Usually shows a willingness to act on tedious or less glamorous activities.</i></p> <ul style="list-style-type: none"> <li>Observed occasionally offering assistance on tedious tasks.</li> </ul>	<p><i>Always shows a willingness to act on tedious or less glamorous activities.</i></p> <ul style="list-style-type: none"> <li>Observed frequently lending assistance to others on tedious tasks even when not his or her responsibility.</li> </ul>
<b>D. AWARE OF NECESSITY TO TAKE ACTION</b>	<p><i>Not always aware of necessity to take action.</i></p> <ul style="list-style-type: none"> <li>Usually waits on someone else to direct the group in completing necessary action planning steps to accomplish task completion.</li> </ul>	<p><i>Mostly aware of necessity to take action.</i></p> <ul style="list-style-type: none"> <li>Most often helps direct the group in completing necessary action planning steps to accomplish task completion.</li> </ul>	<p><i>Always aware of necessity to take action.</i></p> <ul style="list-style-type: none"> <li>Always helps direct the group in completing necessary action planning steps to accomplish task completion.</li> </ul>

**Reflective Questions for the Interviewer to Consider when Evaluating:**

- 1) Does this person look for tasks needing to be accomplished without having to always be asked?
- 2) Is this candidate quick to respond when needed?
- 3) Has this individual been observed volunteering to help others even on tedious tasks?
- 4) Does this person help to direct the group for task completion?

**Reflective Questions for the Interviewee to Consider when Preparing:**

- 1) How important is it for a person to take on additional responsibilities?
- 2) Could you give an example of the most tedious task you have ever done?
- 3) Could you give an example of a time when a friend volunteered to help you do a task you really didn't like doing at all?

