

**Candidate Expectation:** Candidates will produce evidence of proficiency in supporting and motivating FFA members and partners by communicating the value of being a member and the opportunities available in FFA and demonstrating support of individuals and groups through recognition, awards, letters, and personal notes.

INDICATORS	1=STRONG EVIDENCE SKILL IS NOT PRESENT	3= MODERATE EVIDENCE SKILL IS PRESENT	5= VERY STRONG EVIDENCE SKILL IS PRESENT
<b>A.</b> COMMUNICATES THE VALUE OF BEING A MEMBER AND THE OPPORTUNITIES AVAILABLE IN FFA	<i>Has difficulty communicating the value of being a member and the opportunities available in FFA.</i> <ul style="list-style-type: none"> <li>Not able to convincingly articulate the value of being a member of FFA.</li> </ul>	<i>Does a good job communicating the value of being a member and the opportunities available in FFA.</i> <ul style="list-style-type: none"> <li>Has an adequate ability to articulate persuasively the benefit of being a member of FFA.</li> </ul>	<i>Is outstanding in communicating the value of being a member and the opportunities available in FFA.</i> <ul style="list-style-type: none"> <li>Has the strong ability to articulate convincingly the benefits of being a member of FFA.</li> </ul>
<b>B.</b> DEMONSTRATES SUPPORT OF INDIVIDUALS AND GROUPS (RECOGNITION, AWARDS, LETTERS, AND PERSONAL NOTES)	<i>Occasionally demonstrates support of individuals and groups through recognition, awards, letters, and personal notes.</i> <ul style="list-style-type: none"> <li>Sometimes lacks being a positive support to others through public recognition or personal written comments.</li> </ul>	<i>Usually demonstrates support of individuals and groups through recognition, awards, letters, and personal notes.</i> <ul style="list-style-type: none"> <li>Seems to be a positive support to others through public recognition, letters, notes or other forms of communication.</li> </ul>	<i>Always demonstrates support of individuals and groups through recognition, awards, letters, and personal notes.</i> <ul style="list-style-type: none"> <li>Spends much time being a positive support to others through public recognition, letters, notes or other forms of communication.</li> </ul>

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

- 1) Is this person articulate and able to convincingly communicate ideas?
- 2) Does this candidate demonstrate support of others?
- 3) Is this person able to motivate others?

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

- 1) What does it mean to you to be here today as a National Officer candidate?
- 2) How can you use your past experiences to help others in FFA?
- 3) Could you give an example and the result of a time when you provided much needed support to another?



**Candidate Expectation:** Candidates will produce evidence of proficiency in mentoring and coaching others by generating ideas for professional improvement for members and officers, and serving as a role model.

INDICATORS	1=STRONG EVIDENCE SKILL IS NOT PRESENT	3= MODERATE EVIDENCE SKILL IS PRESENT	5= VERY STRONG EVIDENCE SKILL IS PRESENT
<p><b>A. GENERATES IDEAS FOR PROFESSIONAL IMPROVEMENT FOR MEMBERS AND OFFICERS</b></p>	<p><i>Has difficulty generating ideas for professional improvement for members and officers.</i></p> <ul style="list-style-type: none"> <li>• Depends on others to formulate ideas and suggestions regarding professional improvement for others.</li> <li>• Unable to apply best practices learned, past training or past experience to help in arising situations.</li> </ul>	<p><i>Generates good ideas for professional improvement for members and officers.</i></p> <ul style="list-style-type: none"> <li>• Usually identifies professional improvement activities for others after soliciting some input towards the decision made.</li> <li>• Applies best practices learned, past training or past experience to help in most situations.</li> </ul>	<p><i>Is excellent at generating ideas for professional improvement for members and officers.</i></p> <ul style="list-style-type: none"> <li>• Always seeks input from others to ensure the best solution before identifying professional improvement activities.</li> <li>• Consistently draws on past training and learning to help in most situations.</li> </ul>
<p><b>A. SERVES AS A ROLE MODEL</b></p>	<p><i>Has minor difficulty serving as a role model.</i></p> <ul style="list-style-type: none"> <li>• Shows some ability to teach, coach, and help others grow.</li> <li>• Sometimes does not seem to recognize the need for exemplary behavior in the part of being a role model to others.</li> </ul>	<p><i>Serves has a good role model.</i></p> <ul style="list-style-type: none"> <li>• Usually effective in helping others to grow through practiced coaching and mentoring techniques.</li> <li>• Usually appears to recognize the need for exemplary behavior in the part of being a role model to others.</li> </ul>	<p><i>Is an exemplary example of a role model.</i></p> <ul style="list-style-type: none"> <li>• Consistently effective in helping others to grow through coaching and mentoring techniques.</li> <li>• Always practices the humbling behavior traits of a person who serves as a role model to others.</li> </ul>

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

- 1) Does this candidate draw upon knowledge gained in past training and learning to help others?
- 2) Does this person practice the humbling behavior traits required of a National Officer?
- 3) Is this individual a good role model for others?

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

- 1) Who would you identify as your mentor, and why did you select this person?
- 2) What is the most important lesson you have ever learned?
- 3) How do you share with others lessons you have learned?



**Candidate Expectation:** Candidates will produce evidence of proficiency in committing to member representation by carefully weighing impact of decisions on FFA and its members, and not being afraid to make tough decisions for the good of the organization.

INDICATORS	1=STRONG EVIDENCE SKILL IS NOT PRESENT	3= MODERATE EVIDENCE SKILL IS PRESENT	5= VERY STRONG EVIDENCE SKILL IS PRESENT
<p><b>A. CAREFULLY WEIGHS IMPACT OF DECISIONS ON FFA AND ITS MEMBERS</b></p>	<p><i>Has difficulty carefully weighing the impact of decisions on FFA and its members.</i></p> <ul style="list-style-type: none"> <li>• Demonstrates some understanding of the potential impact of decisions on FFA and the membership.</li> <li>• Usually unable to answer questions as to why a decision was made more than 50% of the time.</li> </ul>	<p><i>Usually shows care in weighing the impact of decisions on FFA and its members.</i></p> <ul style="list-style-type: none"> <li>• Demonstrates a general understanding of the potential impact of decisions on FFA and the membership.</li> <li>• Uses some vocabulary and supportive discussion points as to why a decision was made about 60-80% of the time.</li> </ul>	<p><i>Show extreme care in weighing the impact of decisions on FFA and its members.</i></p> <ul style="list-style-type: none"> <li>• Demonstrates a clear understanding of the potential impact of decisions on FFA and the membership.</li> <li>• Anticipates questions and provides thorough answers as to why a decision was made which are appropriate for each audience 95-100% of the time.</li> </ul>
<p><b>B. NOT AFRAID TO MAKE TOUGH DECISIONS FOR THE GOOD OF THE ORGANIZATION</b></p>	<p><i>Shows some fear in making tough decisions for the good of the organization.</i></p> <ul style="list-style-type: none"> <li>• Frequently fearful of making decisions which run counter to popular opinion.</li> <li>• Evidence and examples are used and/or explained less than 50% of the time.</li> </ul>	<p><i>Not afraid to make tough decisions for the good of the organization.</i></p> <ul style="list-style-type: none"> <li>• Sometimes hesitant to make decisions which run counter to popular opinion even if supported by evidence and examples showing relevancy to FFA.</li> <li>• Evidence and examples are used 60-80% of the time.</li> </ul>	<p><i>Extremely confident in making tough decisions for the good of the organization.</i></p> <ul style="list-style-type: none"> <li>• Always makes appropriate decisions based on evidence and examples specific and relevant to FFA.</li> <li>• Explanations are given more than 95% of the time that show how each piece of evidence supports the person's position.</li> </ul>

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

- 1) Does this candidate seem to weigh the impact of decisions made on FFA and the FFA membership?
- 2) Does this individual make appropriate decisions to difficult problems which are good for FFA and the FFA membership?
- 3) Does this candidate seem to be capable of making the decisions required of an FFA National Officer?

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

- 1) How would decisions made by a National Officer impact FFA and the FFA membership?
- 2) Could you give an example of how a problem you resolved helped others within FFA?
- 3) Could you give an example of how a difficult decision made by you in the past impacted your life?

