

## State Officer Candidate Study Guide

### Competencies:

What does it take to perform this job effectively? FFA has identified five competencies required for fulfilling the job description of a state officer.

Competency — a defined behavior, in combination with skills and knowledge, that enables evaluation of the candidates.

The following is a listing of the essential competencies required for serving as a state officer. The officer selection process is designed to screen candidates to find those who demonstrate these competencies consistently. It is expected that officers continue to demonstrate these and to work to develop and refine their skill set in each area throughout their year of service. The competencies are listed in random order.

#### Competency #1 — Communication

Demonstrate the effective use of various forms of communication, i.e., nonverbal, listening, written, speaking and facilitation to convey a message in both large group and one-on-one settings.

#### Competency #2 — Team Player

Demonstrate the ability to work in a team setting, values diversity of opinion, works to be inclusive in the process and is willing to put others above self.

#### Competency #3 — Areas of Knowledge

Demonstrate the ability to articulate the systemic nature of food, fiber, agricultural and natural resource issues, FFA, educational issues and all respective current issues.

#### Competency #4 — Character

Display a disposition that is genuine, responsible, honest, mature, confident, respectful and has a positive outlook on life.

#### Competency #5 — Influence

Demonstrate the ability to influence others through modeling expectations, building relationships and growing the organization.

## Personal interviews

### Personal introduction:

Each candidate will have 5 minutes to share about themselves. Please include your FFA experiences, SAE, hobbies, school/college activities, special talents so we can get to know you better. Candidates should bring to the opening interview, an item they feel describes them to be share with the nomination committee. (something small like a Holiday ornament, baseball, horseshoe, etc.)

### Personal Round Interviews:

In this thirty-minute interview format, candidates should capitalize on this time by making their first impression a lasting one. Candidates can expect to answer behavioral-based interview questions posed by the nominating committee and to expound on their goals, motivations and/or desire to be a state officer. Candidates should be able to share who they are and why they are here as a result of this round. Candidates will also be given the opportunity to respond to questions from a community stakeholder to demonstrate knowledge of the agricultural industry and Maryland FFA.

Practice questions: (Please note these questions will not be the exact questions used in the personal round, **BUT** they are a great tool to practice the type of questions being asked).

1. What is your philosophy on service?
2. Do you feel you deserve to be a state officer?
3. How has your self-confidence allowed you to advance the FFA mission within yourself and within others?
4. What motivates you to stick to your beliefs?
5. What do you feel is the value of service?
6. Why should agriculture science students become FFA members?
7. Tell us about a time you questioned your self-confidence?
8. When someone meets you for the first time and asks about your FFA Jacket and its meaning, what would you tell them?
9. What is the biggest risk you have ever made?
10. Tell us about a service project that you were required to do?
11. Tell us about a time you helped a team overcome a problem that was causing hurt feeling among team members?
12. What is one thing from your resume or application that you feel exemplifies your ability to serve as a State FFA Officer?
13. Tell us about a project outside of FFA that has fueled your passion for serving others?
14. How have you challenged yourself over the course of the past six months?
15. What is one characteristic that you feel every team member should display?
16. Tell me about a team disagreement that you have been involved with?

17. Describe a situation where you were able to empower a teammate.
18. How would you deal with a situation where you had little knowledge of what was expected of you?
19. Describe a situation where someone felt you were less than honest with them.
20. What is one of the most difficult decisions you have made as an FFA member?
21. How would you define yourself as a role model?
22. How have you been able to deal with teammates that have negative attitudes?
23. Tell me about a time you struggled to find the good in a situation.
24. Tell me about a service project that you helped organize
25. Describe someone you have a hard time respecting.
26. When you look in the mirror, what is one thing you see that you hope the nominating committee has also seen in you?
27. How do you establish trust with an individual?
28. As a leader, how do you empower others?
29. How do you remain positive when working with service projects?
30. Could you give an example of how a problem you resolved helped others within FFA?
31. What kind of teammate would you consider yourself to be?
32. What has given you a passion to engage in service to others?
33. What is the biggest mistake you have ever made?
34. How have you impacted the life of someone else?
35. What is one physical thing you own, which you feel describes you best?
36. How have you served your local community and why did you choose to do this service?
37. What are 2 things on your bucket list?
38. Tell us a time you disappointed your team.
39. How has one person changed your life?
40. Tell us about a time your team failed at a project? How did you respond and recover?

**State Officers often have conversations with stakeholders** in an elevator, at a hotel, fairgrounds or at the airport. The focus of this part of the interview is evaluating the candidate's demonstration of the agriculture areas of knowledge while carrying on a conversation regarding key issues related to a stakeholder.

An Example of a conversation round question would be:

- A. Today you are meeting with Bob Smith, an agriculture teacher in Maryland. Mr. Smith is a new teacher who is eager to hear of opportunities in the Maryland FFA for his members. Mr. Smith teaches animal science classes and is working on building up his FFA chapter. As a state officer, you have the chance of giving Mr. Smith an insight on Maryland FFA opportunities.

- B. As a state officer, you attending the Maryland Farm Bauru Convention. You have been asked to have a discussion with Bill Jones, a Maryland Farm Bauru member, about opportunities for FFA members in the Maryland agriculture industry.
  
- C. You are in a restaurant lobby waiting to be seated. Someone recognizes the FFA emblem on your shirt. This person shares with you that they were a former FFA member and want to give back to Maryland FFA chapters. As a State officer, you inform them of the opportunities for Adults to give back to Maryland FFA.

Thank you for your passion and desire to serve the Maryland FFA as a State FFA Officer. As we go through this year, your service and connection to the members and Advisors of the Maryland FFA Association will be crucial. We will continue to provide leadership opportunities for you, as State Officers and the student members.

Remember: ***“It is not important to be famous, but making people feel famous.... Now that’s important.”***

Should you have any questions or concerns, please don’t hesitate to contact me.

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