



Leadership in Action Interview Competition Guide

Purpose

Leadership in Action interviews are a formal interview experience for competitors. 4-H'ers are judged on presence, ease, ability to answer questions as well as quality of the application and the work the 4-H'er has done. 4-H'ers should be able to easily answer questions concerning their project as well as questions pertaining to their overall experiences.

Objectives of 4-H Leadership in Action Program

4-H'ers participating in Leadership in Action will:

- Identify a need in the community and develop skills for planning and conducting project(s) to meet those needs
- Motivate and encourage youth to become active and engage in local issues and initiatives
- Express themselves in written form
- Practice skills that develop self-esteem
- Exhibit characteristics and competencies of a leader

Scoring

4-H'ers will be asked questions from their application as well as questions that require them to think globally concerning their project, its impact, their evaluation of the program. 4-H'ers are judged on 4 areas:

- **Service (40%)** considers size and scope of project including how the response meets the situation and the impact of the program. This is evidenced by the application including supporting material and letter of reference as well as the interview.
- **Leadership (40%)** considers 4-H'ers actual role as a leader in the project. Projects should be planned, coordinated and evaluated by the 4-H'er. This is evidenced by the application including supporting material and letter of reference as well as the interview.
- **Completeness/Neatness (10%)** considers 4-H'ers ability to communicate the project through the application. The application should be complete with all components of the project including situation, response, impact and evaluation. Each section should follow the guidelines relative to content and word limit. Additionally, the application should be grammatically correct and exhibit a clear picture of the project.
- **Presentation Skills (10%)** considers the 4-H'ers ability to communicate in the interview process. 4-H'ers should exhibit strong speaking skills, an ability to articulate effectively, exhibited eye contact, and be free of distracting movements and habits during the interview.

Each judge assigns a score of 1-10 to each of the four sections with 1-2 being needs improvement, 3-5 average, 6-8 good, 8.5-10 excellent. The final scores are figured through a computer program.

Question Examples

These are provided as examples. Judges may use these questions or create their own questions.

- How did you select this project?
- Why were you interested in helping _____?
- What was your role in the project?
- How did you build relationships for community support?
- How did you influence or educate others about these needs?
- What would you do differently if you were to tackle this project again?
- What did you learn from this experience?
- Do you feel your leadership skills are stronger from this project? How so?
- Did you promote 4-H in your project?

Keep in Mind: Strong versus Weak Activities

Strong activities:

- *are initiated by the 4-H'er
- *are coordinated by the 4-H'er
- *are planned & conducted by the 4-H'er
- *take place for a longer period of time
- *have an impact

Weaker activities:

- *have the 4-H'er assisting rather than coordinating
- *involve a limited audience
- *do not have an end result

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