

2026-2027 North Carolina HOSA State Officer Application Overview

Serving on the North Carolina HOSA Executive Council provides students with the opportunity to hold a statewide leadership role, contribute to the advancement of the organization, and represent the voices of members across North Carolina. Service as a State Officer requires dedication, accountability, and a willingness to meet high expectations.

This application corresponds to the election cycle for officers serving the 2026–2027 term (May 1, 2026 – June 30, 2027).

This document outlines the eligibility requirements, application components, timelines, and selection process for candidates seeking election as a North Carolina HOSA State Officer. Applicants should review all information carefully prior to applying. Questions regarding the application process should be directed to the State Officer Coach, Janique Goodwater, at janique.goodwater@nchosa.org.

Key Dates & Time Commitment Overview

Serving as a North Carolina HOSA State Officer requires significant time, travel, and availability. Candidates are strongly encouraged to review all dates below prior to submitting an application.

Application & Pre-Election Requirements (Required to Run)

The following requirements apply to all candidates submitting an application.

Application Deadline

- **Friday, February 6, 2026 at 5:00 PM**

Required Candidate Attendance

- **State Leadership Conference:** March 25–27, 2026
- **State Officer Screening:** March 25, 2026 starting at 11:00 AM

The on-site screening includes:

- Written examination
- Prepared Oral Presentation
- Interview with the Selection Committee

Failure to attend on-site screening will result in disqualification.

Post-Election Commitment (Applies Only If Elected)

The following obligations apply only to candidates who are elected as 2026-2027 State Officers.

Elected officers must be available to attend and participate in the following, including but not limited to (dates subject to change):

- Career and Technical Officer Training – May 15–17, 2026 Greensboro, NC
- International Leadership Conference – June 14–21, 2026 *(NC voting delegate; may not compete) Indianapolis, IN*
- CTE Summer Conference – July 12–16, 2026 *(dates TBD) Winston Salem, NC*
- Washington Leadership Academy – September 18–22, 2026 *(dates TBD)*
- Regional Leadership Conferences – November 2026 *(must attend at least two)*
- State Officer Retreat – January 16–18, 2027
- State Leadership Conference – March 14–20, 2027 Greensboro, NC
- International Leadership Conference – June 20–27, 2027 *(NC voting delegate; may not compete) Baltimore, MD*
- Weekly Sunday evening Zoom meetings at 7:00 PM
- Additional events as assigned

By submitting an application, candidates acknowledge that they have reviewed the pre-election and post-election commitments and understand that election to State Office requires availability for all required dates and responsibilities, including attendance at two (2) International Leadership Conferences during the 2026–2027 service term. Submission of the President-Elect Commitment Form constitutes acknowledgment of an additional requirement to attend a third (3rd) International Leadership Conference as part of the President-Elect and State President service period. These requirements are specific to this election cycle and are not optional.

Eligibility Requirements

To be eligible to run for North Carolina HOSA Executive Council, candidates must meet **all** of the following criteria at the time of application:

- Be an active, affiliated member of a North Carolina HOSA chapter in good standing
- Meet the minimum academic requirement of a **3.0 cumulative GPA (unweighted)** on a 4.0 scale
- Be enrolled in an eligible grade level during the election cycle:
 - **Secondary Candidates:** Current sophomores, juniors or seniors

- **Postsecondary/Collegiate Candidates:** Current college freshmen, sophomores, or juniors
- If no postsecondary candidates apply, a current high school senior may be considered for PS/C
- Must have paid affiliation dues
- Be able to fulfill all responsibilities, time commitments, and travel requirements associated with the position if elected

Chapter Eligibility

- North Carolina HOSA chapters in good standing may submit **an unlimited number of qualified candidates** for Executive Council. All candidates must independently meet the eligibility requirements outlined in this application.

Acknowledgment of Expectations

By submitting an application for North Carolina HOSA Executive Council, candidates acknowledge and agree that:

- They have read and understand the **North Carolina HOSA State Officer Code of Conduct**
- They have reviewed the **State Officer Candidate Handbook**
- They understand the expectations outlined in the **Nomination Form**
- They agree to comply with all applicable **NC HOSA Bylaws, Student Bylaws, Policies, and Procedures**, as well as school, district, state and conference rules
- They understand that service as a State Officer is contingent upon maintaining conduct consistent with these expectations

Applicants are strongly encouraged to review all referenced documents in full prior to submitting their application. Submission of an application constitutes acknowledgment and acceptance of these expectations. Failure to comply with these policies at any point in the application, screening, or service period may result in disqualification, probation, or removal from office.

Financial Responsibility

State Officer service includes required travel and associated expenses. All travel arrangements must be approved in advance by the NC HOSA Executive Director and State Officer Coach and are subject to NC HOSA policies, procedures, and budget limitations.

Expenses Covered by NC HOSA (for required events only)

NC HOSA will cover the following expenses for State Officers attending required conferences, trainings, and official events, as approved:

- Conference or training registration fees
- Hotel lodging
- Meals during official travel
- Airfare, when applicable
- Airport transfers, when applicable
- Baggage fees for one piece of luggage when flying
- **Mileage reimbursement for one (1) round trip at the state rate**, calculated from the officer's designated Super Region

Mileage reimbursement is the only form of ground transportation expense eligible for reimbursement.

Expenses the State Officer Is Responsible For

State Officers are responsible for covering the following expenses:

- Official HOSA Uniform items, including:
 - HOSA suit
 - Ascot or tie
 - Khakis
 - Official Uniform shoes and Casual Uniform shoes
 - Formal Dress (dependent on team decision)
- HOSA membership affiliation
- Snacks and personal expenses
- Any travel or lodging costs not approved or covered by NC HOSA
- Any travel expenses exceeding the cost of travel from the officer's designated Super Region

State Officers attending college outside of North Carolina remain responsible for fulfilling all duties of their office and for covering any travel costs that exceed what would be expected from their original school-of-election/Super Region location.

Financial Accountability

Any State Officer who does not attend a required conference or event for which NC HOSA has paid registration, travel, or lodging costs will be required to reimburse NC HOSA for all associated expenses.

Candidates who anticipate financial hardship related to required expenses are encouraged to discuss available support options with the State Officer Coach and/or Executive Director **prior to applying**.

Financial Support

NC HOSA recognizes that financial circumstances vary. Any member who is unable to afford the expenses outlined above is encouraged to **still apply** and to proactively discuss available financial support options with the State Officer Coach and/or Executive Director. Financial need should not be a barrier to serving in a State Officer role. Requests for assistance will be handled respectfully and confidentially.

2026-2027 North Carolina HOSA State Officer Application

State Officer Election Process

Background

NC HOSA affiliated members seeking election to State Office, with the exception of the Postsecondary/Collegiate Vice President, will represent a designated Super Region as determined through the election and selection process.

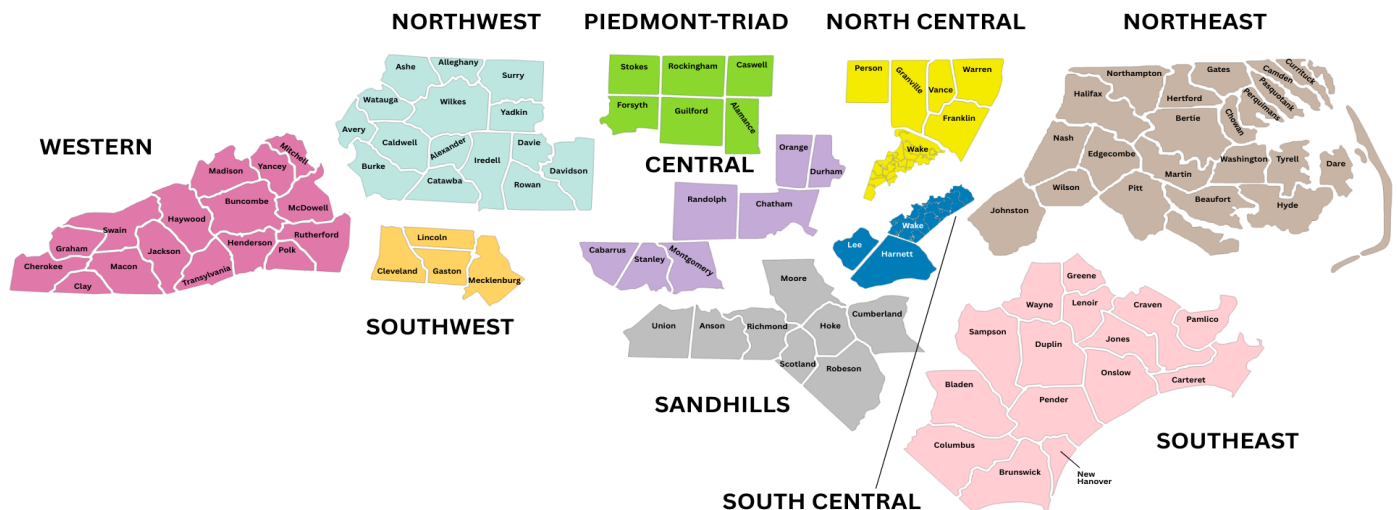
Applicants must review the official Super Region map and select the region in which they will be enrolled for the **2026–2027 school year**. Super Regions for the 2026–2027 election cycle are:

- Northwest / Piedmont Triad
- North Central / Northeast
- Central / South Central
- Western / Southwest
- Sandhills / Southeast

Applicants are responsible for selecting the correct Super Region based on their school of enrollment.

Note: If you are in Wake County, please refer to the Wake County specific map to select your correct region based on zip code.

2026 - 2027 North Carolina HOSA Super Regions

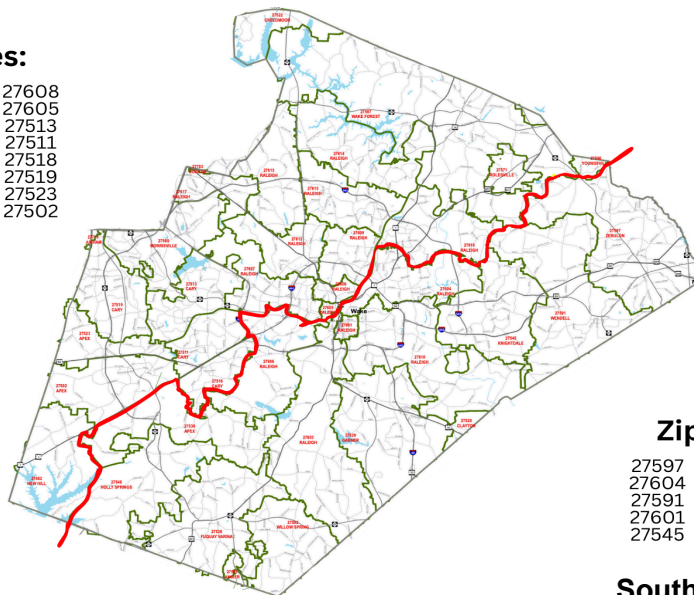


Central Region

Wake County

Zip Codes:

27522	27615	27608
27687	27616	27605
27614	27609	27513
27571	27612	27511
27696	27508	27518
27613	27560	27519
27703	27713	27523
27617	27607	27502
27562		



Zip Codes:

27597	27606	27526
27604	27520	27592
27591	27529	27501
27601	27603	27610
27545	27539	27540

South Central Region

Candidate Submission by Region

North Carolina HOSA chapters in good standing are encouraged to submit qualified candidates for election. There is **no limit** to the number of candidates a chapter may submit, provided each candidate independently meets all eligibility requirements.

Secondary candidates may be current high school sophomores, juniors, or seniors and must be affiliated HOSA members in good standing at the local, state, and international levels.

Candidates who knowingly attend school outside of their selected Super Region after election may be subject to forfeiture of their position.

Postsecondary/Collegiate Vice President

Postsecondary/Collegiate chapters may submit qualified candidates for the position of Postsecondary/Collegiate Vice President. Eligible candidates may be graduating high school seniors or current collegiate students during their term of office and must be affiliated HOSA members in good standing. There is no limit to the number of candidates a chapter may submit for this position.

Term of Office & Board Service

The term of office for NC HOSA State Officers elected during this cycle runs from **May 1, 2026 through June 30, 2027**. This reflects a change from previous election cycles.

Candidates who submit the President-Elect Commitment Form acknowledge that the President-Elect position includes two consecutive terms of service—one as President-Elect and one as State President—as outlined in the President-Elect Commitment Statement.

The State President, President-Elect, and Postsecondary/Collegiate Vice President also serve as members of the NC HOSA Board of Directors.

Postsecondary/Collegiate State Officers who attend college outside of North Carolina remain responsible for fulfilling all duties of their office and for covering any travel expenses that exceed those expected from their school-of-election or designated Super Region.

Failure to fulfill required duties or adhere to NC HOSA policies, conference rules, or the State Officer Code of Conduct may result in disciplinary action, including removal from office.

Selection Committee

A Selection Committee appointed by the NC HOSA Executive Director will review and score all submitted applications, transcripts, essays, resumes, and required materials.

Top-scoring applicants from each **Super Region** will be invited to participate in the on-site screening at the State Leadership Conference. Selection is based on total application score and is **not limited by individual regions within a Super Region**. As a result, multiple candidates from the same individual region may advance.

To be eligible for on-site screening, candidates must earn a **minimum score of 34 out of 66** on the application review components (application, resume, transcript, and essay).

On-Site Screening

The State Officer on-site screening takes place on the first day of the State Leadership Conference and includes the following required components:

- 50 question written examination covering HOSA knowledge and Parliamentary Procedure; **1 hour to complete**
- Prepared 2-minute oral presentation
- Interview with members of the NC HOSA State Officer Selection Committee

Failure to attend or complete any required screening component will result in **disqualification**.

Slating

Following completion of the written examination, oral presentation, and interview, the **two (2) candidates from each Super Region with the highest combined screening scores** will be announced as **Slated Candidates**.

Efforts are made to avoid unopposed races whenever possible.

Campaigning Rules

During the State Leadership Conference, **only verbal campaigning is permitted**.

The use of **any campaign materials—digital or physical—is strictly prohibited**, including but not limited to flyers, social media posts, apparel, handouts, or messaging. Violation of campaign rules may result in **disqualification**.

Opening, Business, and Awards Sessions

Opening Session

During the Opening Session of the North Carolina HOSA State Leadership Conference, each Slated Candidate will be introduced to the membership. Candidates will present a personally selected quote and briefly explain why it was chosen.

Business Session

During the Annual Business Session, each Slated Candidate will deliver a **maximum two (2) minute campaign speech** to the voting delegates. Speeches will be followed by a fishbowl-style question.

Voting delegates will then cast ballots to elect State Officers.

Election & Installation

Newly elected State Officers will be announced and installed during the **Awards Session** of the State Leadership Conference and will represent their Super Region on the North Carolina HOSA State Executive Council.

Good to Know

After election by popular vote:

- The position of President-Elect (for candidates who submitted the President-Elect Commitment Form) will be assigned based on the highest total cumulative scores earned throughout the application, screening, and election process.
- Remaining Executive Council positions will be filled in accordance with the recommendations of the NC HOSA State Officer Selection Committee.

Scoring and Application Submission

Instructions

Interested students must complete the State Officer Application. The application link can be found on the State Leadership Conference (SLC) page of the NC HOSA website. Please note that information entered into the application will **not** be saved unless the application is submitted. Applicants should have all required materials prepared prior to beginning the application submission.

Scoring Overview

The possible points awarded in each section of the selection process are outlined below:

Application Components

Must receive at least 34 points to be considered for on-site screening

- Application & Recommendations – **12 points**
- Resume – **30 points**
- Transcript – **4 points**
- Essay – **20 points**

On-site Screening Components

- Written Examination – **50 points**
- Oral Presentation – **15 points**
- Interview – **30 points**

Required Application Uploads

All required materials must be uploaded at the time of application submission:

- Recent, color photograph in professional or tidy attire (JPEG or PNG)
- Signed Nomination Form (handwritten signature only; PDF format)
- Signed Code of Conduct (handwritten signature only; PDF format)

- Essay (PDF format)
- One-page resume (PDF format)
- Current, complete, unofficial transcript (PDF format, no screenshots)
- Three (3) required teacher recommendations
(submitted separately through the designated recommendation form)

Optional Uploads

- President-Elect Commitment Form (PDF format, optional; required only if seeking consideration)

All required and optional forms are available on the SLC page of the NC HOSA website in the State Officer section.

New for 2026: All candidates will test at 11:00 am on Wednesday March 25, 2026. Candidates will have 1 hour to complete the exam. Candidates will still receive appointment times for oral presentations and interviews separately.

Recommendations

Applicants are required to have three (3) teachers submit a Teacher Recommendation Form on their behalf. **One recommendation must be completed by the applicant's lead HOSA Advisor.**

The Teacher Recommendation Form and submission link are located in the State Officer section of the State Leadership Conference (SLC) page on the NC HOSA website.

Application materials and all teacher recommendation forms must be submitted by Friday, February 6, 2026 at 5:00 PM.

Late submissions will not be accepted, and no extensions will be granted. Applicants are encouraged to request recommendations well in advance of the deadline.

Essay

Topic:

North Carolina HOSA is turning 50. As the organization enters its next chapter, identify one meaningful call to action you would issue to North Carolina HOSA members to strengthen engagement, leadership, or service over the next five years.

Applicants should focus on a clear vision, demonstrate understanding of NC HOSA's mission, and articulate how their call to action could motivate members statewide.

Formatting Requirements

- Maximum of one (1) page (approximately 300–500 words)
- Arial, 12-point font
- Double-spaced
- 1-inch margins on all sides
- Submitted as a PDF

The use of artificial intelligence (AI) in the writing or preparation of the essay is not permitted.

Essay rubric (15 points max)

Score	Style The voice and tone of the author. The arrangement of the essay	Focus The point of the piece. The “why”	Organization and Grammar Can we understand? Spelling, sentence formation etc.
5	<ul style="list-style-type: none">• Illustrative and mature vocabulary• Varied sentence structure to break up text• Appropriate and consistent tone and voice for theme and audience throughout essay	<ul style="list-style-type: none">• Author discusses both topics in-depth in essay.• Is able to give engaging evidence to topic and control the narrative of the essay.• Convincing message.	<ul style="list-style-type: none">• Author uses correct formatting outlined in the application.• Essay is clear, precise, and coherent.• No to minimal grammatical errors, does not take away from essay flow as a whole.
4	<ul style="list-style-type: none">• Some illustrative advanced vocabulary• Varied sentence structure to break up text.• Appropriate and consistent tone and voice for theme and audience. May lack but support strong essay overall	<ul style="list-style-type: none">• Author discusses both topics in an essay.• Awareness and evidence of a point.• Insightful ideas	<ul style="list-style-type: none">• Author uses correct formatting outlined in the application.• Minimal to Few grammatical errors.• Organization and transition create nice flow for reader
2	<ul style="list-style-type: none">• Lacks mature writing• Run on sentences.	<ul style="list-style-type: none">• Author makes minimal discussion topics.• Slight evidence of point.• Makes reference to the task.	<ul style="list-style-type: none">• Author does not correct formatting outlined in the application.• Slight grammatical errors.• Organization hinders flow and understanding of essay
1	<ul style="list-style-type: none">• Unclear• Simple	<ul style="list-style-type: none">• Author has no apparent topic.	<ul style="list-style-type: none">• Author does not use correct formatting outlined in the

	<ul style="list-style-type: none"> • Repetitious • Blatant use of Ai 	<ul style="list-style-type: none"> • May support an • Irrelevant argument. 	<ul style="list-style-type: none"> • application. • Many grammatical errors cause complete flow disruption for the reader.
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Resume

The resume must be no more than one (1) page and submitted in PDF format. Resumes must be written in a professional business format (not a campaign-style flyer). Use of a photo is acceptable but not required. Do not include a home address or phone number.

Required resume content (in any order):

- Objective statement explaining “why you want to serve as a North Carolina HOSA State Officer”
- Full name
- School and state
- Current grade level
- HOSA involvement and achievements (e.g., offices held, competitions, awards, leadership roles)
- Number of years active in HOSA
- Other leadership roles, honors, or achievements outside of HOSA

Additional HOSA Consideration:

HOSA-specific leadership, involvement, and achievements may receive additional consideration beyond the resume rubric.

Resume Rubric (20 points max from resume content not including HOSA Achievements)

Score	Length	Spelling and Grammar	Creativity	Content
5	<ul style="list-style-type: none"> • Does not exceed one page 	<ul style="list-style-type: none"> • There are no spelling or grammatical errors present in resume 	<ul style="list-style-type: none"> • The resume incorporated creativity and innovation • It is unique and stands out. 	<ul style="list-style-type: none"> • The resume is well organized • uses action verbs for clarity • provides a clear overall picture of the competitor's talent and experience.

4	-	<ul style="list-style-type: none"> There are 1-2 minor spelling or grammatical errors present in resume that will be easy to fix and make the text more appealing 	<ul style="list-style-type: none"> The resume has moderate levels of creativity and originality Missing the wow factor. 	<ul style="list-style-type: none"> Resume was well organized. Clarity and use of action verbs could have improved the resume.
3	-	<ul style="list-style-type: none"> There are 3-4 spelling or grammatical errors present in resume 	<ul style="list-style-type: none"> The resume had a fair amount of creativity and originality Judges were left wanting more. 	<ul style="list-style-type: none"> The resume covers expected components The audience is left with questions regarding the competitor's abilities and experiences.
2	-	<ul style="list-style-type: none"> There are 5-6 spelling or grammatical errors present in resume 	<ul style="list-style-type: none"> Little creativity or originality was used in the resume. 	<ul style="list-style-type: none"> The resume lacks most of the expected components. Numerous areas were not addressed. Evidence of talent and experience was not presented.
1	<ul style="list-style-type: none"> Exceeds one page 	<ul style="list-style-type: none"> There are 7 or more spelling or grammatical errors present in resume 	<ul style="list-style-type: none"> No creativity or originality was demonstrated 	<ul style="list-style-type: none"> Resume was limited and did not provide judges with needed information.

Transcript

A complete and current transcript is required and must include fall semester 2025 grades and courses. The transcript must clearly display the student's cumulative unweighted GPA and a record of all classes taken.

All pages of an official transcript generated from Infinite Campus or another school district record system must be submitted. Unofficial transcripts are acceptable.

Transcript Sample Rubric (4 points max)

Total Points Possible	GPA (Unweighted)
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4	4.0
3	3.6-3.9
2	3.3-3.5
1	3.0-3.2

Written Examination

(State Leadership Conference On-site Candidate Screening)

Candidates who advance to the on-site screening will complete a proctored written examination.

Please note: All candidates will test at 11:00 am on Wednesday March 25, 2026. The exam will have 50 questions and candidates will have 1 hour to complete the exam.

The exam will consist of multiple-choice questions covering the following topics:

- HOSA History
- North Carolina HOSA History
- HOSA International Service Project
- International HOSA Executive Council
- North Carolina HOSA Executive Council
- Parliamentary Procedure

All questions will be scored, and the full 50 points earned on the examination will be applied toward the candidate's overall screening score.

To ensure a fair testing environment, candidates must leave all personal belongings and materials in designated areas during the examination.

Helpful resources for preparation:

- International HOSA History: <https://hosa.org/history/>
- North Carolina HOSA History: <https://nchosa.org/nc-hosa-history/>

Oral Presentation

(State Leadership Conference On-site Candidate Screening)

Candidates who advance to the on-site screening will deliver an oral presentation to a panel of judges.

- Candidates may use note cards.
- The use of props or visual aids is not permitted.
- Presentations are limited to **two (2) minutes**.
- Candidates will be notified when **15 seconds remain** and will be stopped at the conclusion of two minutes.

Please note: Candidates who are slated will later deliver a selected quote during the Opening Session and a campaign speech during the Business Session for voting delegates. These presentations are separate from the on-site screening oral presentation.

Topic

Who do you believe North Carolina HOSA is currently not reaching, and what responsibility do we have to change that?

Oral Presentation Sample Rubric (15 points max)

Score	Coverage of Topic - What is the presentation about?	Cohesion of Speech - How did the presentation flow?	Stage Presence - How was the speaker's presence?
5	<ul style="list-style-type: none">• Demonstrates command of the topic throughout the speech• Speaker offers explanations and insights that enhance the understanding of the topic.	<ul style="list-style-type: none">• Uses the topic as a path for the speech.• Logical, coherent organization helped convey the candidate's message clearly.• It was easy to follow and understand.• Used transitions to deliver speech to keep audience engaged	<ul style="list-style-type: none">• Effectively appeals to audience emotions (anger, fear, compassion, humor etc.) to deliver a successful message.• Movements and gestures were purposeful and enhanced the delivery of the speech and did not distract.• Body language reflects comfort interacting with the audience.
4	<ul style="list-style-type: none">• Discusses the topic and its significance.• Fully Analyzes	<ul style="list-style-type: none">• Used logical, coherent order to deliver presentation but may have lapsed in delivery at	<ul style="list-style-type: none">• Speaker uses expressive and inviting facial and body gestures with audiences• Speaker maintains non-distracting movements

		<ul style="list-style-type: none"> times Used transitions to deliver speech but may not always land with audience 	<ul style="list-style-type: none"> during the presentation. Shows enthusiasm for subject matter
3	<ul style="list-style-type: none"> Mentions topic Does brief analyzing 	<ul style="list-style-type: none"> Slight cohesion Attempted organization but fails in some areas Rambled at times 	<ul style="list-style-type: none"> Speaker uses expressive and inviting facial and body gestures with audiences in some instances Stiff or unnatural movements shown sometimes Speaker seems uncomfortable presenting to audience at moments
2	<ul style="list-style-type: none"> Briefly mentions topic Does not analyze 	<ul style="list-style-type: none"> Difficult to follow due to lack of organization Rambles through out presentation 	<ul style="list-style-type: none"> Body language indicate lack of enthusiasm for topic OR Distracting to audience for subject matter
1	<ul style="list-style-type: none"> Did not include much in the way of content or a topic. 	<ul style="list-style-type: none"> The speech was not organized. The audience was not able to follow the message. 	<ul style="list-style-type: none"> No attempt to use vivid or descriptive language to capture audience emotions No attempt was made to use body movement or gestures to enhance the message. No interest or enthusiasm for the topic came through in the presentation. OR body movements were entirely too distracting to focus on presentation given

Interview

(State Leadership Conference On-site Candidate Screening)

Candidates who advance to the on-site screening will participate in a structured interview with a panel of judges. The interview is designed to assess each candidate's readiness to serve as a North Carolina HOSA State Officer, including leadership capacity, communication skills, judgment, professionalism, and understanding of the organization.

Judges will evaluate candidates using the rubric outlined below to ensure a fair and consistent interview process.

Interview Sample Rubric(30 points max)

Score	Introduction/First Impression	Eye contact, poise, posture	Context of Answers	Diction	Preparation	Confidence, Maturity, Enthusiasm
5	<ul style="list-style-type: none"> Greeting is excellent shook hands and/OR engaged professionally with the judges upon arrival. Great first impression. 	<ul style="list-style-type: none"> The candidate displays comfortable eye contact. The candidate displays confidence in their demeanor ; sits up straight throughout the interview. 	<ul style="list-style-type: none"> The candidate gave their answers with ease and conviction. The responses left the judges excited to know more about the experiences, strengths and skill sets of the candidate. 	<ul style="list-style-type: none"> The candidate speaks clearly, enunciates words. Clear, crisp speech which is easy to hear and understand. 	<ul style="list-style-type: none"> Candidate was prepared and knowledgeable about the position/opportunity. 	<ul style="list-style-type: none"> Candidate exhibited confidence throughout their interview. Genuine excitement for the possible position/opportunity Conducted themselves with maturity.
4	<ul style="list-style-type: none"> Good greeting but did not stand out among others 	<ul style="list-style-type: none"> The candidate displays eye contact most of the time The candidate sits up and displays confidence 	<ul style="list-style-type: none"> Answered honestly and thoughtfully Used professional language and tone 	<ul style="list-style-type: none"> Candidate enunciates and is easily understood 	<ul style="list-style-type: none"> Candidate took minimal pauses to answer questions 	<ul style="list-style-type: none"> Candidate was very confident but not truly convincing Very excited for the position but could use final polishing
3	<ul style="list-style-type: none"> Appropriate greeting Appropriate 	<ul style="list-style-type: none"> The candidate displays some eye 	<ul style="list-style-type: none"> Some answers were in a professional 	<ul style="list-style-type: none"> Candidate speaks clearly, minimal 	<ul style="list-style-type: none"> Candidate took long pauses but 	<ul style="list-style-type: none"> Candidate showed some level of

	ate conversation	contact but looks down periodically or to the side of the judges	nal tone used professionally language	instances where they mumble or where words are not understood	answered some questions given • Interview was underwhelming	confidence • Also seemed slightly nervous
2	<ul style="list-style-type: none"> • Average greeting • Conversation not engaging 	<ul style="list-style-type: none"> • The candidate displays limited eye contact • Limited eye contact and may slouch 	<ul style="list-style-type: none"> • Few questions were answered professionally • Most lacked correct tone and language 	<ul style="list-style-type: none"> • Candidate mumbles • Speaks at low volume • Judges ask candidate to repeat themselves 	<ul style="list-style-type: none"> • Candidate said they "did not know" with no follow up and lacked preparedness; was able to answer some questions given 	<ul style="list-style-type: none"> • Candidate appeared to be nervous and anxious but excited to be interviewing • Candidate may need more practice
1	<ul style="list-style-type: none"> • Poor first impression. • Candidate did not shake hands OR try to engage with the judges. 	<ul style="list-style-type: none"> • The candidate does not make eye contact with the judges. • They Slouch during the interview 	<ul style="list-style-type: none"> • Most questions were answered inappropriately • Didn't elaborate on answers. 	<ul style="list-style-type: none"> • Candidate mumbles, speaks softly, and is hard to hear. • Judge is unable to hear or understand all or part of the responses to the interview questions 	<ul style="list-style-type: none"> • Candidate lacks preparedness 	<ul style="list-style-type: none"> • The candidate's nerves got the best of them. • They were not able to showcase themselves in the interview.