



YOUTH LEADERSHIP ACADEMY CANDIDATE

PANEL INTERVIEW INFORMATION

Overview:

The Youth Leadership Academy (YLA) Candidate will be interviewed by a panel consisting of the Youth Leaders of YLA. The interview will consist of 2 sections, short answer and scenario/hypothetical questions. The short answer questions have been provided below so the Candidate can familiarize him/herself with them. The scenario questions will not be provided in advance. Each short answer and scenario question will be graded on a 1-5 scale (1=Poor, 2=Mediocre, 3=Fair, 4=Good, 5=Excellent). The evaluation parameters are explained in detail below. Expect the interview to last approximately 1 hour. After the interview, the Youth Leaders will tell the Candidate if they have been accepted into the Youth Leadership Academy. A 2/3 majority vote is required to be accepted into the Youth Leadership Academy.

Evaluation Parameters (ABEVS):

1. Appearance

- a. The Candidate is professionally dressed and hair is combed or styled
 - i. Ladies
 1. Blouse and slacks (no jeans)
 2. Dress shoes (no sneakers)
 - ii. Gentlemen
 1. Buttoned long sleeve shirt and pants (no jeans)
 2. Dress shoes (no sneakers)

2. Body Language

- a. Arms and legs are uncrossed and relaxed
- b. Candidate is sitting up straight in their chair
- c. Hands are resting in a comfortable position without fidgeting

3. Eye Contact

- a. Candidate is speaking to the person asking the question
- b. If the Interviewer is not looking at the Candidate, the Candidate is making eye contact with one of the panel members

4. Voice/Tone

- a. Enunciates clearly
- b. Pitch is even
- c. Breathing is relaxed
- d. No or minimal use of fillers/rhetorical crutches like: "you know", "like", "know what I mean?", "um", "uhh", etc.

5. Substance/Organization

- a. The question being asked was answered
- b. Relevant detail and background information was provided
- c. Answers were personal in nature
- d. Questions were answered clearly, in an organized and coherent fashion

Interview Questions:

1. How would one of your teachers describe you?
2. How would a close friend describe you?
3. Describe a personal experience that has had a substantial impact in shaping your world view.
4. Why do you want to be a part of the Youth Leadership Academy?
5. How have you contributed to your community?
6. Why would you be an asset to the Youth Leadership Academy?
7. What personal and/or academic accomplishment(s) are you most proud of and why?
8. What are your academic goals moving forward, i.e., the next 5 years?
9. Describe an obstacle you have faced and how you overcame it.
10. What extracurricular activities are you involved in?
11. What is your favorite subject in school and why?
12. What is the most important thing in your life and why?
13. What do you hope to get out of participation in the Youth Leadership Academy?
14. Do you prefer to work independently or as a member of a team?
15. Describe a decision you made that you regret and what you learned from it.
16. Who is your hero and why?
17. How have you been a leader or displayed leadership skills or abilities?
18. What career(s) are you interested in pursuing and why?

TIPS

- Be on time for your interview.
- Ask for clarification if you do not understand a question.
- Use the questions above to prepare for the interview and have a general understanding of what the Neighborhood Youth Association does and who it serves.

DOCTOR FUN

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It was a mistake for Eric to wear a t-shirt to his job interview, and it was a bigger mistake to wear that particular t-shirt.

GOOD LUCK!!!