***Notes from NCCEA Fall Conference September 2013***

Behavioral Based Interviewing -- Extension Educator

Activity – Part 1: Functions

* applied research
* translation
* teams – role
* provide overall leadership in ag program
* relationship building and teamwork
* partner with key resources
* plan, teach, deliver and evaluate programs
* reporting as necessary
* maintain high visibility
* masters
* written/oral skills
* program development
* build relationship
* evaluation
* recruit volunteers
* ensure diversity
* provide statewide experience
* engage in teams
* leadership

CAVEAT – the focus seems too confusing; a generalist or a specialist

“four lines of program expectations” under position overview  
plus statewide  
doesn’t look realistic

Activity – Part 2: Behaviors/Competencies/Experience

* communication skills
* teamwork/facilitation skills/leadership skills
* working across differences
* education/technical skills
* agriculture knowledge – MS

Activity – Part 3: Behavioral/Competency Based Interview Questions

* Had to deliver technical information to a diverse audience that may not have much background? How did you evaluate and ensure their understanding?
* Tell about leading discussion on a sensitive topic. How did you go about making sure the conversation was constructive and all voices were heard?
* Share your experiences working in a team. How did you handle working with a member who may not have been as engaged as you?
* Communication – tell us about time you had to communicate to a group that affected your future. What was your role? How did you deliver it?
* Time when your message didn’t get taken well. What happened? How did you address it?
* When you had to communicate difficult information.
* Optimism – Situation when you feel you failed – explain. How was it dealt with? With what did you deal with it?