

Michigan FFA National Officer Candidate 2026 Selection Process Overview

Selection Process Structure

The Michigan FFA National Officer Candidate Selection process is modeled after the National Officer Selection Process established by the National FFA Organization.

[The National Officer Selection Process Handbook can be viewed here.](#)

Due to time and scope limitations, adaptations are made from this process for the state selection process.

All interested candidates are required to attend the virtual NOC Interest Session (or make alternative arrangements prior to the session) and to declare interest in participating in the process by the deadline.

Nominating Committee

The nominating committee for the Michigan FFA National Officer Selection Process shall consist of:

Five to seven past, current, or incoming state officers
At least one member from from each candidate's state officer team
At least one member from each candidate's region

Application

Candidates are required to submit all applications electronically by the deadline. No late applications will be accepted.

Following the National FFA Selection process, the application is not scored; however, these materials provide valuable insight to the nominating committee and are an important aspect of selecting Michigan's candidate.

Competencies

The following is a list of essential competencies required for serving as a national officer. The officer selection process is designed to screen candidates to find those who demonstrate these competencies consistency.

Communication (1)	Demonstrates the effective use of various forms of communication, i.e., non-verbal, listening, written, speaking, and facilitation to convey a message both in large groups and one-on-one settings.
Team Player (2)	Demonstrates the ability to work in a team setting, values diversity of opinion, works to be inclusive, and is willing to put others above self.
Areas of Knowledge (3)	Demonstrates the ability to articulate the systematic nature of food, fiber, agricultural and natural resources issues, FFA, educational issues and all respective current issues.
Character (5)	Displays a disposition that is authentic, inclusive, responsible, honest, mature, confident, and respectful.
Influence (7)	Demonstrates the ability to influence others through modeling expectations, building relations, and growing the organization.

Interview Rounds

The following are potential interview rounds that will be a part of the Michigan NOC Selection Process. The rounds for the current year will be dependent on the number of interested candidates and will be finalized and shared after the candidate interest form has been submitted.

No phones, smartwatches, or related technology will be allowed in the prep or interview room for any round.

Personal Round - One

In this **6 minute one-on-five** format interview, candidates will make their first impression on the nominating committee. The nominating committee will create at least one personalized question for each candidate based on their application submission. In addition, candidates can expect to answer two or three additional questions to expound upon their goals, motivations and/or desire to be a national officer. Candidates should be able to share who they are and why are here in this round.

One-on-Ones

This round will consist of **five one-on-one 8 minute interviews**, each with a different nominating committee member. The interview will focus on two objectives. First, this is an opportunity for individual committee members to develop rapport and get to know candidates in a one-on-one setting. Second, this round will provide for targeted evaluation of the competencies through behavioral-based questions. For each of the interviews, should a candidate finish early, they should remain seated; it is encouraged the candidate and committee member have casual conversation with each other until time is called. Once time is called, the candidate should end their conversation and leave the interview room.

Advocacy Stand and Deliver

This round will be **30 minutes in length** for each candidate. **Twenty minutes will be given to the candidate to plan, organize, and prepare a speech in a private preparation room.** When candidates arrive to the preparation room, they will receive the topic and instructions regarding the setting and audience to which the speech will be directed. The topic will be related to either the FFA or agricultural education areas of knowledge. No materials will be allowed in the room during this time other than a pad of paper and pen, which will be provided. **Five minutes are focused on the candidate's ability to deliver a speech.** Candidates will be stopped at five minutes. **The final five minutes are focused on the candidate's ability to respond accurately to questions regarding the topic.** Time will be called at the end of five minutes regardless of where the candidate is in their response. Should a candidate finish early, they may leave the interview room.

Stakeholder Conversation

National officers often have conversations with stakeholders in an elevator or

airport. The focus of the Stakeholder Conversation round is evaluating the candidate's demonstration of the agricultural areas of knowledge while carrying on a conversation regarding key issues related to a stakeholder. Stakeholders may include any expert from the broad industry of agriculture. **Candidates will receive the scenario in the hall and will have one minute to review it before entering the room.** The candidate will then have **8 minutes with the stakeholder to engage in a conversation that is observed by the entire nominating committee.** The stakeholder will be provided with an interview guide. However, they may interject specific follow-up questions to probe the candidate's understanding.

Facilitation

This round is designed to assess the candidate's ability to plan and facilitate a segment of a student workshop in front of a realistic audience. Candidates will be presented with three different workshop objectives and will select one to deliver. The facilitation should include both an interactive experience and an opportunity for participants to reflect on or process that experience. Candidates are expected to use the materials provided to thoughtfully plan, design, and implement effective strategies for engaging the audience and addressing the workshop's key concepts.

This round will be **35 minutes in length: Candidates will have 25 minutes to prepare and 10 minutes to facilitate.** During their 25 minute preparation time, candidates can expect to be provided with all the materials they will need, along with a sheet outlining the objective for the workshop. Candidates will have a private room to conduct their planning.

Following preparation, candidates will move to the interview room where they will have **10 minutes to facilitate to the available audience.** No music shall be played. Tear sheets that are created in the preparation room may be taken to the interview room, these are the only materials that may be transferred.

Upon entering the interview room, **each candidate will have 1 minute to set up the room.** Candidates can request that mock students stay in or leave the room for the set up time. Should candidates engage with mock students during the set up time, the official time for the interview would start for the interview.

The audience members who are brought in for this round will not offer any opinion to the nominating committee.

Personal Round - Two

In this **6 minute one-on-five** format interview, candidates will answer a final set of

questions prepared by the nominating committee. The purpose of this interview is to ask a final set of questions developed by the committee for each candidate.

Deliberations and Call Backs

The nominating committee will score candidates after each round. Scores will be tabulated and each committee member will rank the candidates. Ranking will be totaled to assist the nominating committee in their decisions. Call backs and format are at the discretion of the committee.

The Scoring System

The scoring system in place for the selection process is designed to ensure scores collected throughout the rounds are reflected in the end score and how well a candidate demonstrated the actual competencies, not just how they did in each round. This helps to ensure selection of the most qualified candidate. This section details the scoring processes used throughout the rounds described in the previous section.

Scoring Scale & Competency Weights

The scale used to evaluate each of the competencies is a 0-1-2-3-4-5 scale. Scores should be whole numbers.

Score of 0	Indicates Negative or Contradictory Evidence the Skills/Attribute Is Not Present
Score of 1	Indicates Strong Evidence the Skill/Attribute Is Not Present
Score of 3	Indicates Some Evidence the Skill/Attribute Is Present
Score of 5	Indicates Strong Evidence the Skill/Attribute Is Present

This scale focuses committee members to search for verifiable evidence of the competencies. **All** five competencies are weighted **equally** at **20%**.

Scores collected in each round allows for both quantitative and qualitative data to be used in deliberations. This allows the committee to make informed, data supported decisions while selecting the candidate.

Study Resources

[2025 Trending Ag Topics](#)

[2025 Candidate Study Materials](#)

[Previous Scenarios](#)

(These are past scenarios used in the National Selection Process. Time frames and expectations may vary for the Michigan Selection Process).