Judging the *FIRST*® *Leadership* Award

As noted in our FIRST Leadership Award Guide and on the Submitted Award webpage, there are 6 criteria from the award description. Below, you can see those and some additional factors to look for when interviewing the students and questions to consider asking.

Demonstrated Leadership and Commitment to the *FIRST* Core Values*:*

- *FIRST* Core Values:
  - Discovery: We explore new skills & ideas
  - Innovation: We use creativity and persistence to solve problems
  - Impact: We apply what we learn to improve our world
  - Inclusion: We respect each other and embrace our differences
  - Teamwork: We are stronger when we work together
  - Fun: We enjoy and celebrate what we do!
- Inspires others to become involved in *FIRST*
- Confident and respectful
- Exhibits behavior following *Coopertition*® and *Gracious Professionalism*®

Some questions to consider:

- Describe one example of how you are a leader.
- What leadership style do you find works best for you?
- What advice would you give to a student considering joining a *FIRST* team?
- Tell me about a problem your team experienced and how you helped solve it.

Effectiveness at Increasing Awareness of *FIRST* in their School and Community

- Participation in and leadership of demonstrations and presentations at local events
- Participation in and leadership of community involvement
- Participation in and leadership of fundraising activities

Some questions to consider:

- Can you give me examples of your involvement with *FIRST* activities in your school/community?
- How have you increased awareness of *FIRST* in your school? In your community?

Demonstrates Passion for Long Term Commitment to *FIRST*

- Extent of involvement in *FIRST* programs
- Exhibits interest to engage with *FIRST* beyond high school

Some questions to consider:

- How long have you been involved with *FIRST*?
- Describe your progression with *FIRST* and your team.
- Describe how you plan to continue to be active in *FIRST* beyond high school.
- What are your plans for post-high school?

Overall Individual Contribution to their Team

- Extent of involvement on team
- Can demonstrate impact with examples of accomplishments
- Individual contribution on their team contributes to overall success of the team
- Level of leadership in key team areas

Some questions to consider:

- Describe your roles and responsibilities on the team.
- What have you accomplished so far that you think will help set your team up for future success?
- What contributions to your team make you the proudest?

Proven experience in areas of science, technology, engineering, and mathematics (STEM)

- Proven experience in engineering concepts or computer and/or software concepts
- Proven experience in areas of STEM, including but not limited to skills in engineering, software, CAD, fabrication, etc.

Some questions to consider:

- Provide examples of your technical experience.
- What is your specialty role on the team? (Mechanical, electrical, design, etc). Describe your contribution.

Ability to Motivate and Lead Fellow Team Members

- Mentor/assist other students
- Examples of leadership and how they are a role model
- Ability to motivate & lead team members
- Communication & presentation skills

Some questions to consider:

- Describe a time you had to motivate fellow teammates. How did you do it? What were the results?
- What do you do when you are working with a teammate who you feel is not as committed to *FIRST* / your team as you are?
- How has your leadership style changed while you've been on your team?

FINAL SUGGESTED QUESTION - Is there anything not included in your essays, or that we haven't discussed, that you would like to share?

How to narrow down your list

Information in the essays should be used to distinguish the outstanding students.

- Compare data carefully and look for specifics, not generalizations.
- Where did the student initiate new opportunities for their team vs. contributing to existing team efforts?
- This is a *FIRST* award. While contributions to other STEM activities are good, an explicit commitment to *FIRST* programs should be very evident.
- How did their presence on the team make a profound difference?
- Is it clear that they played a critical role on their team or were they more of an individual contributor? Is there a progression of leadership or an increasing reliance on the student?
- What did they accomplish that made you AMAZED by them?
- Identify students who represent the *FIRST* Core Values

Interview

- Are they gracious and professional?
- Is it compelling? Do you feel inspired?
- Do you see them as a potential powerful, passionate and eloquent advocate for *FIRST*?
- Try to uncover unique qualities and insights not obvious in the essay.

Judge Portal

You must be able to complete the following questions about the finalists when you enter them into the *FIRST* Leadership Award Judge Portal. This information is not shared with the students but is shared with the Championship judges to help them with picking the *FIRST* Leadership Award Winners.
***Note**: Each comment box has a maximum of 750 characters (including spaces and punctuation). Please do not restate information from the essays but rather use this space to share new information or expand upon something in the essays.*

Student Evaluation Checkboxes	
Finalist truly represents the *FIRST* Core Values:	- Strongly Agree - Somewhat Disagree - Somewhat Agree - Disagree
Finalist has proven experience in areas of science, technology, engineering or mathematics (STEM):	- Strongly Agree - Somewhat Disagree - Somewhat Agree - Disagree
Finalist is a leader who you can envision leading future *FIRST* alumni:	- Strongly Agree - Somewhat Disagree - Somewhat Agree - Disagree
Essay accurately reflects the student interviewed:	- Strongly Agree - Somewhat Disagree - Somewhat Agree - Disagree
Feedback Box #1:	
Without verbatim repeating the information contained in the submission, please advise the Championship judges about any additional information you learned regarding the topics below:	
• How Finalist represents *FIRST* • Finalist's expertise you believe worth highlighting • Finalist's individual contribution to team and *FIRST* overall • Finalist's leadership capabilities	
Interviewer Comments:	
Feedback Box #2:	
Please provide any information you learned that is not included in the written submission that you believe is relevant for consideration.	
Interviewer Comments:	