

**CAREER CLUSTER**

Business Management & Administration

INSTRUCTIONAL AREA

Emotional Intelligence

PRINCIPLES OF BUSINESS MANAGEMENT AND ADMINISTRATION EVENT**PARTICIPANT INSTRUCTIONS**

- The event will be presented to you through your reading of the 21st Century Skills, Performance Indicators and Event Situation. You will have up to 10 minutes to review this information and prepare your presentation. You may make notes to use during your presentation.
- You will have up to 10 minutes to make your presentation to the judge (you may have more than one judge).
- You will be evaluated on how well you demonstrate the 21st Century Skills and meet the performance indicators of this event.
- Turn in all of your notes and event materials when you have completed the event.

21st CENTURY SKILLS

- Critical Thinking – Reason effectively and use systems thinking.
- Communication – Communicate clearly.
- Creativity and Innovation – Show evidence of creativity.

PERFORMANCE INDICATORS

- Explain the nature of office politics.
- Overcome problems and difficulties associated with office politics/turf wars.
- Participate as a team member.
- Explain the concept of leadership.

EVENT SITUATION

You are to assume the role of an employee at ODDS AND ENDS, a factory that produces buttons. A new employee (judge) does not understand why many employees are disgruntled and has asked you to explain the situation and give suggestions on how to be helpful.

At ODDS AND ENDS some employees feel that the new supervisor does not excel at the role because the new supervisor is introducing new techniques. Other employees like the initiative and forward thinking of the new supervisor. A new employee (judge) feels the tension and has asked you to explain the following:

- Office politics
- Methods to overcome office politics
- Examples of being a team member and a leader

You will explain the needed information to the new employee (judge) in a role-play to take place at the office. The new employee (judge) will begin the role-play by greeting you and asking to hear your explanation. After you have explained and have answered the new employee's (judge's) questions, the new employee (judge) will conclude the role-play by thanking you for your work.

JUDGE INSTRUCTIONS

DIRECTIONS, PROCEDURES AND JUDGE ROLE

In preparation for this event, you should review the following information with your event manager and other judges:

1. Participant Instructions, 21st Century Skills and Performance Indicators
2. Event Situation
3. Judge Role-Play Characterization
Allow the participants to present their ideas without interruption, unless you are asked to respond. Participants may conduct a slightly different type of meeting and/or discussion with you each time; however, it is important that the information you provide and the questions you ask be uniform for every participant.
4. Judge Evaluation Instructions and Judge Evaluation Form
Please use a critical and consistent eye in rating each participant.

JUDGE ROLE-PLAY CHARACTERIZATION

You are to assume the role of a new employee at ODDS AND ENDS, a factory that produces buttons. You do not understand why many employees are disgruntled and have asked another employee (participant) to explain the situation and give suggestions on how to be helpful.

At ODDS AND ENDS some employees feel that the new supervisor does not excel at the role because the new supervisor is introducing new techniques. Other employees like the initiative and forward thinking of the new supervisor. You feel the tension and have asked another employee (participant) to explain the following:

- Office politics
- Methods to overcome office politics
- Examples of being a team member and a leader

The participant will present information to you in a role-play to take place at the office. You will begin the role-play by greeting the participant and asking to hear about his/her ideas.

During the course of the role-play, you are to ask the following questions of each participant:

1. If I have a personal problem with the new supervisor, what do I do?
2. How can a new employee demonstrate positive co-worker relations?
3. Why is leadership important in nonsupervisory roles?

Once the employee (participant) has presented information and has answered your questions, you will conclude the role-play by thanking the employee (participant) for the work.

You are not to make any comments after the event is over except to thank the participant.

EVALUATION INSTRUCTIONS

The participants are to be evaluated on their ability to perform the specific performance indicators stated on the cover sheet of this event and restated on the Judge's Evaluation Form. Although you may see other performance indicators demonstrated by the participants, those listed in the Performance Indicators section are the critical ones you are measuring for this particular event.

Evaluation Form Interpretation

The evaluation levels listed below and the evaluation rating procedures should be discussed thoroughly with your event director and the other judges to ensure complete and common understanding for judging consistency.

Level of Evaluation	Interpretation Level
Exceeds Expectations	Participant demonstrated the performance indicator in an extremely professional manner; greatly exceeds business standards; would rank in the top 10% of business personnel performing this performance indicator.
Meets Expectations	Participant demonstrated the performance indicator in an acceptable and effective manner; meets at least minimal business standards; there would be no need for additional formalized training at this time; would rank in the 70-89 th percentile of business personnel performing this performance indicator.
Below Expectations	Participant demonstrated the performance indicator with limited effectiveness; performance generally fell below minimal business standards; additional training would be required to improve knowledge, attitude and/or skills; would rank in the 50-69 th percentile of business personnel performing this performance indicator.
Little/No Value	Participant demonstrated the performance indicator with little or no effectiveness; a great deal of formal training would be needed immediately; perhaps this person should seek other employment; would rank in the 0-49 th percentile of business personnel performing this performance indicator.



PRINCIPLES OF BUSINESS MANAGEMENT AND ADMINISTRATION 2021

JUDGE'S EVALUATION FORM
ASSOCIATION EVENT #1

Participant: _____

INSTRUCTIONAL AREA:
Emotional Intelligence

ID Number: _____

Did the participant:		Little/No Value	Below Expectations	Meets Expectations	Exceeds Expectations	Judged Score
PERFORMANCE INDICATORS						
1.	Explain the nature of office politics?	0-1-2-3-4-5	6-7-8-9-10	11-12-13-14	15-16-17-18	
2.	Overcome problems and difficulties associated with office politics/turf wars?	0-1-2-3-4-5	6-7-8-9-10	11-12-13-14	15-16-17-18	
3.	Participate as a team member?	0-1-2-3-4-5	6-7-8-9-10	11-12-13-14	15-16-17-18	
4.	Explain the concept of leadership?	0-1-2-3-4-5	6-7-8-9-10	11-12-13-14	15-16-17-18	
21st CENTURY SKILLS						
5.	Reason effectively and use systems thinking?	0-1	2-3	4-5	6-7	
6.	Communicate clearly?	0-1	2-3	4-5	6-7	
7.	Show evidence of creativity?	0-1	2-3	4-5	6-7	
8.	Overall impression and responses to the judge's questions	0-1	2-3	4-5	6-7	
TOTAL SCORE						