



MINNESOTA
DECA

EMPLOYMENT INTERVIEW

EMPLOYMENT INTERVIEW - ADVANCED LEVEL **EIA**

Minnesota DECA's **Employment Interview - Advanced Level Event** enables students ability to use accepted employment interview practices and principles. This event does not qualify for international competition.

Participants in the Employment Interview - Advanced Level Event will:

- be in the 11th or 12th grade.
- apply for a specific part-time student internship listed in the guidelines and be allowed a maximum of ten (10) minutes in which to complete the employment interview.
- complete a resume and cover letter for the internship listed in the guidelines. No other written or printed materials are allowed in this event.
- Complete an employment application form included in these guidelines (See "Application Form") prior to the competition.

INTERVIEW JUDGING

- Each participant will be judged based on the criteria contained on the Rating Sheets. Judges will be briefed by the Event Administrator on the criteria.
- A consensus will be obtained in the definition of the criteria, and average score of three (3) will be used as the benchmark on the Interviewer's rating sheet.
- The judges will determine the six (6) to eight (8) questions from the list of questions provided, before the event begins which will be asked of each participant. The use of other questions that arise from the participant's responses is allowed. Probing of the responses is encouraged.
- The same questions should be asked of each applicant to allow for fairness. Judges may add an additional question of their choosing (not on the list) to assess how the candidate can think on his/her feet.
- The role of interviewer cannot be rotated among the judges of the event.
- Do not tell the participant the results of their interview at any time prior to the recognition session.
- "Overall Impression" is your evaluation of applicant's employability.

KNOWLEDGE AND SKILLS DEVELOPED

Participants will demonstrate knowledge and skills needed to address the components of the project as described in the content outline and evaluation forms. Participants will also develop many 21st Century Skills, in the following categories, desired by today's employers:

- Communication and Collaboration
- Creativity and Innovation
- Critical Thinking and Problem Solving
- Flexibility and Adaptability
- Information Literacy
- Initiative and Self-direction
- Leadership and Responsibility
- Media Literacy
- Productivity and Accountability
- Social and Cross-cultural Skills

Many Common Core Standards for Mathematics and English Language Arts & Literacy are supported by participation in DECA's competitive events.

Crosswalks that show which 21st Century Skills are developed and which common core standards are supported by participating in each competitive event are available at www.deca.org.

Viking Aluminum

Job Title: Student Marketing Intern

Reports to: Marketing Manager

Supervises: NA

Salary: Hourly



At Viking Aluminum, we don't just make balconies and railings—we build the future of multifamily living. We're a bold startup growing fast, and we want someone with creativity and hustle to help us tell our story to the world.

Why This Role Rocks

This isn't your average internship where you make coffee and file papers. As Viking's Marketing Manager, you'll be running real campaigns, creating content that gets noticed, and shaping how people see our brand. You'll get to flex your creativity, learn directly from entrepreneurs, and leave with a portfolio that proves you know how to make an impact.

What You'll Do:

- Be the voice of Viking on social media (TikTok, Instagram, LinkedIn).
- Shoot videos, design graphics, and launch campaigns that catch attention.
- Help tell our story—our projects, our people, our culture.
- Build marketing campaigns that connect with general contractors, builders, and property managers.
- Research what's trending in construction, architecture, and design—and put a creative spin on it.
- Jump into events, trade shows, and networking opportunities.

What We're Looking For:

- A DECA student who's into marketing, branding, or entrepreneurship.
- Creative, social-media savvy, and ready to try new things.
- Someone who wants to build skills, take initiative, and make their mark.

What You'll Get

- Hands-on experience where your ideas actually get used.
- Mentorship from founders growing a \$5M+ startup.
- A chance to build a killer portfolio with campaigns you created.
- An inside look at what it takes to grow a business from the ground up.

POSSIBLE INTERVIEW QUESTIONS

1. Tell me about yourself.
2. What do you know about this particular job?
3. What are your qualifications for this job?
4. What is your major strength?
5. What is your major weakness?
6. Tell me about a time when you worked closely with someone whose personality was very different from yours.
7. Think of a time when you faced a conflict working on a team and describe how you handled it.
8. Tell me about a time when you wish you handled a situation differently with a colleague.
9. Describe a time when your team was undergoing some change and explain how that impacted you and how you adapted.
10. Describe a time when you had to think on your feet in order to delicately extract yourself from a difficult situation.
11. Explain how you handle managing numerous responsibilities.
12. Tell me about your proudest accomplishment.
13. Describe a time when you saw a problem and took the initiative to correct it rather than waiting for someone else to do it.
14. Give me an example of a time when you were able to be creative with your work and describe what was exciting or difficult about it.
15. Tell me about a time when you were under a lot of pressure and explain how you got through it.
16. Tell me about a time when you set a goal for yourself and explain how you ensured you met your objective.
17. Describe a long-term project you managed and explain how you kept everything moving along in a timely manner.
18. Explain a situation when you were able to successfully persuade someone to see things your way.
19. Reflect on a time when you were dissatisfied with your work and explain what could have been done to make it better.
20. Have you had any experience supervising others? If yes, what have you found to be the best way to supervise people?
21. What do you think determines a person's progress in a company?
22. What have you learned from some of the jobs or leadership positions you have held?
23. What are your ideas on salary?
24. What are your future plans?
25. Do you have any questions for me?



1 PARTICIPANT



PRESENTATION
TIME



EMPLOYMENT INTERVIEW - ADVANCED LEVEL

EMPLOYMENT INTERVIEW - ADVANCED LEVEL EIA

Position applying for: _____

PRESENTATION EVALUATION FORM

at company: _____

MATERIALS	LITTLE/ NO VALUE	BELOW EXPECTATIONS	MEETS EXPECTATIONS	EXCEEDS EXPECTATIONS	JUDGED SCORE
1. Followed instructions on the application form		1	2	3	
2. No spelling errors		1	2	3	
3. Materials are neat, clean, legible, in ink or word processed		1	2	3	
4. Quality of cover letter		1	2	3	
5. Quality of resume		1	2	3	

PERSONAL APPEARANCE	LITTLE/ NO VALUE	BELOW EXPECTATIONS	MEETS EXPECTATIONS	EXCEEDS EXPECTATIONS	JUDGED SCORE
1. Neat, well groomed & appropriate attire	1-2	3	4	5	
2. Appropriate initial approach & eye contact	1-2	3	4	5	

EMPLOYMENT INTERVIEW	LITTLE/ NO VALUE	BELOW EXPECTATIONS	MEETS EXPECTATIONS	EXCEEDS EXPECTATIONS	JUDGED SCORE
1. Greeting introduction	1-2	3	4	5	
2. Knowledge of job & its duties	1-2	3	4	5	
3. Explained personal qualifications	1-2	3	4	5	
4. Did not exaggerate strengths	1-2	3	4	5	
5. Did not dominate, was not passive	1-2	3	4	5	
6. Answer concisely, completely	1-2	3	4	5	
7. Provided specific examples	1-2	3	4	5	
8. Avoided slang and criticism	1-2	3	4	5	
9. Clear voice, easy to understand	1-2	3	4	5	
10. Asked for job, clarified follow-up	1-2	3	4	5	
11. Thanked interviewer	1-2	3	4	5	

PERSONAL ATTITUDE	LITTLE/ NO VALUE	BELOW EXPECTATIONS	MEETS EXPECTATIONS	EXCEEDS EXPECTATIONS	JUDGED SCORE
1. Courtesy, politeness, sincerity	1-2	3	4	5	
2. Enthusiasm, confidence	1-2	3	4	5	

OVERALL IMPRESSION	LITTLE/ NO VALUE	BELOW EXPECTATIONS	MEETS EXPECTATIONS	EXCEEDS EXPECTATIONS	JUDGED SCORE
1. Employability of Applicant	1-2-3	4-5-6	7-8	9-10	

PENALTY POINTS	LITTLE/ NO VALUE	BELOW EXPECTATIONS	MEETS EXPECTATIONS	EXCEEDS EXPECTATIONS	JUDGED SCORE
1. Circle if disallowed printed and/or written materials used.					Minus 5 points

PRESENTATION TOTAL POINTS (100)

REQUIRED MATERIALS NOT PROVIDED
Participant is disqualified.