



HUMAN RESOURCES MANAGEMENT SERIES EVENT

HRM-26
ICDC Preliminary 1

CAREER CLUSTER
Business Management &
Administration

CAREER PATHWAY
Human Resources
Management

INSTRUCTIONAL AREA
Emotional Intelligence

PARTICIPANT INSTRUCTIONS

This event is presented to you through your review of the Career Competencies, Performance Indicators and Event Situation.

You have up to 10 minutes to review this information and prepare your presentation. Using the materials provided, you may make notes to use during your presentation.

You will have up to 10 minutes to present to the judge(s).

You will be evaluated on your solution to the event situation, how you incorporate the performance indicators of this event and how you demonstrate the career competencies.

Turn in all your notes and event materials when you have completed the event.

SOLUTION

- Unique – Demonstrate original thinking, fresh perspectives and an insightful approach.
- Practical – Develop an actionable/viable solution in a real-world context.
- Effective – Develop a solution that achieves relevant outcomes.

CAREER COMPETENCIES

- Critical Thinking – Think critically to understand and solve problems.
- Communication – Communicate clearly, effectively and with reason.
- Decision Making – Consider the impacts of decisions.

PERFORMANCE INDICATORS

- Explain assessment methods used in the hiring process.
- Assess employee skills.
- Solicit feedback.
- Assess long-term value and impact of actions on others.
- Describe the nature of ethics.

EVENT SITUATION

You are to assume the role of the director of human resources at SPOT ON AGENCY, a marketing and public relations firm. The president (judge) wants you to determine how to incorporate peer approval into internal promotions.

SPOT ON AGENCY has hundreds of employees at three offices in different cities. Several times a year, there are open account management positions that yield many internal applicants. Most employees at SPOT ON AGENCY are account coordinators that work in teams for the account managers. When an account management position opens, it is not uncommon for dozens of account coordinators to apply.

The president of SPOT ON AGENCY (judge) has sat in on many of the interviews for the internal promotions. The president (judge) feels that nothing new is gained from the 30-minute interviews with candidates who have already been doing great work at SPOT ON AGENCY. The president (judge) thinks the assessment of each candidate needs to be broader than just the interview team and should include candidate peers.

The president (judge) feels that a candidate's peer approval would be more beneficial than the standard 30-minute interview. The president (judge) wants you to determine how to solicit feedback from peers, information that would be useful, the value and impact of the information and address any ethical concerns.

You will present your ideas to the president (judge) in a role-play to take place in the president's (judge's) office. The president (judge) will begin the role-play by greeting you and asking to hear your ideas. After you have presented ideas and have answered the president's (judge's) questions, the president (judge) will conclude the role-play by thanking you for your work.

JUDGE INSTRUCTIONS

JUDGE CHARACTERIZATION

You are to assume the role of the president of SPOT ON AGENCY, a marketing and public relations firm. You want the director of human resources (participant) to determine how to incorporate peer approval into internal promotions.

SPOT ON AGENCY has hundreds of employees at three offices in different cities. Several times a year, there are open account management positions that yield many internal applicants. Most employees at SPOT ON AGENCY are account coordinators that work in teams for the account managers. When an account management position opens, it is not uncommon for dozens of account coordinators to apply.

You have sat in on many of the interviews for the internal promotions. You feel that nothing new is gained from the 30-minute interviews with candidates who have already been doing great work at SPOT ON AGENCY. You think the assessment of each candidate needs to be broader than just the interview team and should include candidate peers.

You feel that a candidate's peer approval would be more beneficial than the standard 30-minute interview. You want the director of human resources (participant) to determine how to solicit feedback from peers, information that would be useful, the value and impact of the information and address any ethical concerns.

The participant will present information to you in a role-play to take place in your 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. Do we need to keep peer approvals confidential?
2. How can we encourage peers to participate?

Once the director of human resources (participant) has presented information and has answered your questions, you will conclude the role-play by thanking the director of human resources (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 solution and ability to apply the specific performance indicators stated on the cover sheet of this event and restated on the Judge's Evaluation Form. Although the participants may demonstrate other performance indicators, those listed in the Performance Indicators section are the selected ones you are evaluating for this particular event.
- Maintain a consistent expectation when evaluating each participant.
- The maximum score for the evaluation is 100 points. This presentation will be valued at one-third of the total score.

Levels of Evaluation

FOCUS AREA	NOVICE	DEVELOPING	PROFICIENT	EXEMPLARY
Content Understanding	Demonstrates a limited or inaccurate understanding of key concepts.	Demonstrates a basic understanding of key concepts.	Demonstrates a solid understanding of key concepts and clearly explains and supports ideas using appropriate evidence.	Demonstrates comprehensive understanding of concepts and applies them effectively to solve the scenario, including in more complex or extended contexts.
Application of Performance Indicators and Career Competencies	Lists the performance indicators and career competencies, but understanding is incomplete or inaccurate.	Defines the performance indicators and career competencies, but does not connect them to solve the objective of the case study scenario.	Explains the performance indicators and career competencies and connects them to solve the objective of the case study scenario.	Strategically applies the performance indicators and career competencies and connects them to comprehensively solve the objective of the case study scenario.
Reasoning	Ideas are unclear, inaccurate, or lack logical support. There is no application of the ideas and concept.	Ideas are present and somewhat logical but contain gaps in reasoning, development, or supporting evidence.	Ideas are logical, well-developed, and supported with appropriate evidence, with only minor gaps.	Ideas are logical, well-supported using appropriate business concept and theories and demonstrates reasoning with clear practicality and real-world relevance.
Workplace Readiness	Participants represent an employee who requires significant guidance and support to complete tasks.	Participants represent an employee who demonstrates basic skills and can complete routine tasks with some guidance.	Participants represent an employee with solid skills and who works independently to complete tasks effectively.	Participants represent an employee with advanced skills, works independently, and adapts effectively to new or unpredictable challenges.



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JUDGE'S EVALUATION FORM ICDC PRELIMINARY EVENT 1

Participant: _____

ID Number: _____

INSTRUCTIONAL AREA: Emotional Intelligence

Rate the participant's ability to:		Novice	Developing	Proficient	Exemplary	Judged Score
PERFORMANCE INDICATORS						
1.	Explain assessment methods used in the hiring process.	0-1-2-3	4-5-6	7-8-9	10	
2.	Assess employee skills.	0-1-2-3	4-5-6	7-8-9	10	
3.	Solicit feedback.	0-1-2-3	4-5-6	7-8-9	10	
4.	Assess long-term value and impact of actions on others.	0-1-2-3	4-5-6	7-8-9	10	
5.	Describe the nature of ethics.	0-1-2-3	4-5-6	7-8-9	10	
SOLUTION						
6.	Unique Demonstrate original thinking, fresh perspectives and an insightful approach.	0-1-2	3-4-5	6-7	8	
7.	Practical Develop an actionable/viable solution in a real-world context.	0-1-2	3-4-5	6-7	8	
8.	Effective Develop a solution that achieves relevant outcomes.	0-1-2	3-4-5	6-7	8	
CAREER COMPETENCIES						
9.	Critical Thinking Think critically to understand and solve problems.	0-1	2-3	4-5	6	
10.	Communication Communicate clearly, effectively and with reason.	0-1	2-3	4-5	6	
11.	Decision Making Consider the impacts of decisions.	0-1	2-3	4-5	6	
OVERALL IMPRESSION						
12.	Demonstrate overall career readiness through professionalism, poise and confidence.	0-1-2	3-4-5	6-7	8	
TOTAL SCORE						