

INTERVIEW QUESTIONS

1. Tell me about yourself.
2. Where are you from?
3. Why are you looking for a new job?
4. What are your hobbies? What do you do for fun? What do you do when you are not working? What do you do on Saturdays? What do you do on Sundays?
5. How did you hear about this position?
6. Have you been to our website?
7. Have you read the job description?
8. Tell me about your resume.
9. Tell me about the education you have received. If applicable: What are your post-graduation plans?
10. Tell me about your work history. Where are you working currently? Where was your last job? What position did you hold? For how long did you work at your last job? What is the longest time you have spent at a job?
11. Why did you leave your last job?
12. Did you have any problems at your last place of employment? Did you have any problems with coworkers and/or supervisors at your last place of employment?
13. What career goals do you have?
14. What is your dream job?
15. Tell me about an accomplishment you are most proud of.
16. What experiences do you have with disability?
17. What populations have you worked with previously?
18. Do you have experience working with individuals who have behavioral needs? Do you have experience working with individuals who have engaged in physical altercation? If so, how did you handle the experience?
19. Are you willing to work with multiple individuals supported?
20. Do you see yourself working with a population other than developmental disabilities in the future?
21. If applicable. Why did you choose to be a Direct Support Professional / Recreational Therapist?
22. Define commitment.
23. What is the greatest adversity you have faced in your life?
24. What is the greatest adversity you have face in your occupational career?
25. What's one thing you would like to do better? What's your plan for improving?
26. If you were limited to just one person to get advice and help from, which person would you choose? Why?
27. How will you spend your money that you earn working?
28. If you won the lottery, how would you spend the money?
29. This job will require you to support another person. Are you able to support yourself now, independently? Financially? Physically? Socially? Emotionally?
30. How do you contribute to your community?

31. What would you like to offer in the home and community-based setting? Would you prefer to do 1, 2, 3 different activities? Or, any activities available to you?
32. Describe a crisis you faced at work. What was your role? How did you resolve it? What were the results?
33. If applicable: What is the biggest flaw with recreational therapy and the home and community-based supports?
34. If a genie granted to you three wishes to improve recreational therapy in the home and community-based setting, what would be on your wish list?
35. If you could be any superhero who would you be and why?
36. What do you envision, or desire, for management/ supervision to be like? What do you want your boss to be like?
37. Where do you see yourself in 5 years? Where do you see yourself in 10 years?
38. What is your end goal?
39. What is the purpose of your life?
40. Are you First Aid/CPR certified?
41. If you are hired, how will you get to work? How far are you willing to commute?
42. Do you have any other commitments?
43. This job requires our company to run a background check. Is there anything we should be concerned about?
44. Are you seeking any benefits?
45. If you were to be hired, what are you expecting your pay rate to be?
46. What is your availability? Would you work weekends, holidays, and evenings?
47. When would you be able to start?
48. Are there any question I haven't asked you that I should ask you?
49. What questions do you have for me?

Interview Questions Pertaining to Realistic Job Previews (RJP's)

50. What appealed to you the most about what you saw?
51. What concerned you the most?
52. How do you feel about providing intimate personal supports?
53. What did you think about the part where they discussed challenging behaviors?
54. What other things about what you saw didn't you know about this work?

POINTERS FOR INTERVIEWS

- The below list of questions is not all inclusive. Other questions may be used. Please, use these questions as a guide, not to be read word for word. Do not be a robot!
- Silence is okay, Give the person plenty of time to formulate an answer.
- Spend the first five minutes (roughly) getting to know the person. Talk about their hobbies. Make them comfortable.
- Give compliments when fit, early and often. Help a person relax in order to open up. However, do not give any promises. Use language such as "If we are able to offer you a position"
- Avoid asking direct questions about medical conditions, marital status, parenting roles, vehicle ownership, religion, or any sensitive political topics.

- Feel free to cut the interview short when serious red flags arise. Do not waste your time interviewing someone who can already be determined as not fit for the position.
- Offer second interviews to those who you need more time to ask more questions. Consider informal settings, such as a coffee shop couch or restaurant dinner booth, for second interviews. Informal settings may relax the candidate to be more open and honest about who they are, rather than acting a part in attempt to secure a job. It is also fine to offer the applicant to invite their spouse – The interviewer might be able to learn more about the true candidate observing the interactions.
- Respond quickly if the candidate should be offered a job, but only if you are 150% sure. When a unique candidate is interviewed, it is acceptable to offer them a job during the interview. However, usually taking a day to review the applicants is preferred. Keep in mind, potential employees are usually applying in multiple places and seeking work immediately.
- Ask “why” up to five times after any given answer to one original question.
- Have follow up questions: “Can you expand on that please?”, “Tell me why?”, “How so?”, etc.
- Ensure the candidate is not driving while interviewing. End the interview immediately if so.
- Refrain from speaking too much about yourself. Allow the potential candidate as much time as possible speak.
- Do not feel the need to sell the job. The potential candidate does not need to be persuaded to work at our company.

