

INTERVIEW QUESTIONS

SUPPORT WORKER RESIDENTIAL



Attachment 8.

Candidate Name: _____

Date: _____

Position: **Support Worker, Residential** _____

Panel Names: _____

Interviewer: _____

About the Job ...

1. What skills and experience do you bring to this position?

_____ | _____ | _____ | _____ | _____ |
1 2 3 4 5
Poor Average Good Very Good Excellent

2. What is your understanding of Duty of Care?

_____ | _____ | _____ | _____ | _____ |
1 2 3 4 5
Poor Average Good Very Good Excellent

3. What issues do you think children and young people in care may face?

_____ | _____ | _____ | _____ | _____ |
1 2 3 4 5
Poor Average Good Very Good Excellent

4. What is your understanding of Mandatory reporting?

|-----|-----|-----|-----|
1 2 3 4 5
Poor Average Good Very Good Excellent

5. What ideas/techniques do you use to motivate young people?

|-----|-----|-----|-----|
1 2 3 4 5
Poor Average Good Very Good Excellent

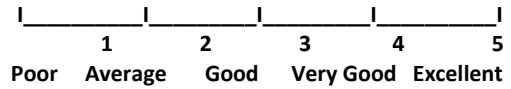
6. Describe a crisis situation that you were involved in. How did you respond? How did your response influence the outcome?

|-----|-----|-----|-----|
1 2 3 4 5
Poor Average Good Very Good Excellent

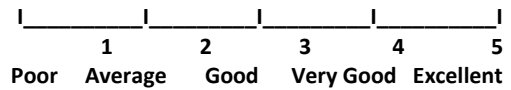
7. This work requires you to be able to work independently and as part of a team, what are the attributes and skills you see as essential to meet both of these requirements?

|-----|-----|-----|-----|
1 2 3 4 5
Poor Average Good Very Good Excellent

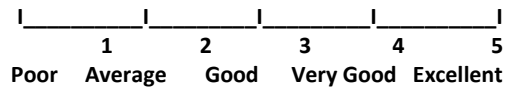
8. You are driving a 12 year old young person to a counselling appointment. On the way to the appointment, everything appears fine, as the young person seems very chatty. You continue driving when the young person asks you to pull over as they feel sick. You pull over and the young person gets out of the car and starts to walk away saying "I have to go". What do you do?



9. A young female client tells you that a trusted adult has touched them inappropriately, but that they don't want you to tell anyone. What would you do?

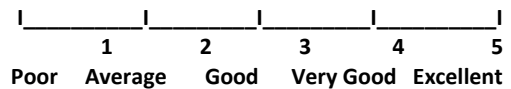


10. You are working with 2 clients in a residential setting, whilst in the office completing paperwork you hear a commotion. When you enter the living room the 2 clients are involved in a physical fight with one client bleeding from the eye area. As you approach both clients start yelling at you, trying to justify their actions. Both clients are very upset, what do you do?



Values and Motivations

11. Can you tell us what delivering quality service means to you?



12. How would you demonstrate that you show respect for cultural diversity?

1	2	3	4	5
Poor	Average	Good	Very Good	Excellent

13. If required, are you able to travel to represent the organisation? Yes / No

14. Could we just confirm your availability to start? _____

15. Are you happy for us to contact your referees? _____

16. All offers of employment are contingent upon receiving clearance through the relevant probity requirements. Are you willing to undergo the police and working with children checks as required for your position? Yes / No

17. Do you have any questions or would you like to add anything further?

Now, it's our turn ...

- Tell the applicant about LWB
- Tell the applicant about the role
- What the process is from here with regard to appointing to the role

Candidate and Interview Observations by the Panel

Written presentation and content

1	2	3	4	5
Poor	Average	Good	Very Good	Excellent

Strategic Management

1	2	3	4	5
Poor	Average	Good	Very Good	Excellent

Communication Skills

1	2	3	4	5
Poor	Average	Good	Very Good	Excellent

Engagement Skill

1	2	3	4	5
Poor	Average	Good	Very Good	Excellent

Listening Skills

1	2	3	4	5
Poor	Average	Good	Very Good	Excellent

Cultural Fit

1	2	3	4	5
Poor	Average	Good	Very Good	Excellent

Operational Management

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Technical Knowledge

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1 2 3 4 5 1 2 3 4 5
Poor Average Good Very Good Excellent Poor Average Good Very Good Excellent

General comments

Recommendation

Yes to hire No to hire

Interviewer Signature: _____ **Date:** ____ / ____ / ____