INTERVIEW QUESTIONS

ORIENTATION

1. Do you have a resume? What is important about you as a candidate that doesn’t come across in a resume?
2. Why did you choose the world of therapy? What was your favorite class in grad school?
3. What made you decide to apply at [this Agency]?

INTRA-PERSONAL AND INTER-PERSONAL KNOWLEDGE

1. Have you ever been in therapy? Tell me something about your experience.
2. How is own psychology relevant in therapy?
3. What role do you tend to take in a team: leader, listener, or flexible depending on the team?
4. What would you say are your two greatest weaknesses? Strengths?
5. What qualifications do you think separates you from other candidates?
6. How would your best friend describe you?

INTERESTS

1. Teach me something you're really interested in right now.
2. If I told you that you could only work with one type of client with one presenting issue...what would you want to do all day?
3. What do you do for postgraduate training/CEUs?
4. What do you do for fun?
5. What motivates you? Frustrates you?
6. If you started working here - what is something you would be disappointed about if it didn't happen or wasn't part of the work environment?

SUPERVISION / FEEDBACK

1. What's the best way for you to receive feedback and the worst way? How will I know if you aren't receiving feedback well / it's not feeling helpful or growing you?
2. How are you at receiving person-of-the-therapist or countertransference feedback in supervision?
3. Describe your favorite boss and your least favorite boss and why.
4. Tell me about the most difficult part of working for one of your past supervisors/employees, without identifying them? (How they handle this and if they readily trash someone, without reflection, is very telling to me)
5. Tell me about a time you had really tough feedback from a supervisor, and how you negotiated that.

CREATIVITY / SKILLS

1. When was the last time you experienced transference/counter transference and how did you handle it? How can counter transference effect your work. Present a case.
2. Tell me about a time a client attempted to have inappropriate boundaries with you, and how you navigated that.
3. Describe a situation you’ve faced where you had to make a tough decision about a client situation where 2 ethical principles of social work came into conflict.
4. What do you do for moment to moment self-care when you are extremely stressed, under pressure, and unable to do things like massage, yoga, or exercise?
5. How do you deal with pressure or stressful situations?
6. Describe how you would deal with [insert top 3 scenarios you commonly see in your niche]. Mine would be describe a couple who are coming in for an affair that's just been discovered, a couple that can't seem to stop arguing in session, and a couple or partner that is struggling to see their part in a negative couple pattern.
7. How would you handle someone who expresses suicidal tendencies?

CAREER TRAJECTORY

1. Why choose a group practice over going solo?
2. What are your long-term goals? Where do you see yourself in 5 years?
3. What is your niche or population(s) you feel called to help?
4. How do you feel about --(insert whatever-running groups, workshops, presentations, etc.)?
5. Private practice is about getting your name out there. Becoming a go to person in your specialty area. Marketing is a big part of that. Tell me about how you feel about marketing and how you plan to let the community know you are here.

PRACTICAL

1. What is your general availability?
2. What type of schedule are you looking for?

IMPORTANT

1. Do you have any questions for me?