

Interview Concepts:

All interview candidates:

Smile Test:     

- | | | |
|---|-----|----|
| Candidate exhibits appropriate social greetings during interview? | Yes | No |
| Candidate demonstrates empathy and compassion for others? | Yes | No |
| Candidate describes interactions with others? | Yes | No |
| Candidate describes working as part of a team? | Yes | No |
| Candidate exhibits productive listening skills? | Yes | No |
| Is the candidate able to describe successes? | Yes | No |
| Does the candidate appear poised and relaxed? | Yes | No |
| Is the dress and general physical appearance (grooming) appropriate? | Yes | No |
| Does there seem to be an ability to reflect on experiences and learn from them? | Yes | No |
| Is there appropriate behavior for the interview situation? | Yes | No |
| Is the candidate animated and vibrant? | Yes | No |
| Does the candidate's voice tone reflect energy and excitement? | Yes | No |

Tell me about your prior experience in care giving. Who _____
How long _____ Feelings _____

Challenges _____

Tell me about a time you had a conflict with an elder, what did you do? _____

Tell me about a time when you were confronted with a policy that you didn't believe in, how did you handle it? _____

Tell me about a time when you were struck by an elder, what did you do? _____

What motivates you? _____

Of all the work you have done, where have you been most successful? _____

Tell me about a specific situation where you prevented a problem before it occurred.

Leader candidates:

Define "person centered care" _____

How do you feel about primary assignments? _____

What is your core philosophy? _____

Tell me about a time you developed a new program or changed a system, how did you know you made a difference? _____

What do you know about the quality improvement process? _____

What projects have you worked on in CQI? _____

Tell me about a situation where 2 groups of people did not get along. How did you resolve that situation? _____

Tell me about a time when you had to pull a team together and why you chose each member. _____

Front Line candidates:

Tell me the first names of 3 elders you were close with in your last job: (the relationships are the key; speed of remembering the elders) _____

Tell me about a time when a resident refused to eat or take a bath, how did you handle it? _____

What do you do when you have a lot of work to accomplish in a very short time? _____

Tell me about a time you got angry on the job. What did you do? _____

