

## Sample Structured Interview Questions

Based upon CSSS competency areas.

Instructions: This document contains example structured interview questions for agencies supporting persons with disabilities. The questions are based on the Community Support Skills Standards (available from HSRJ <http://www.hsri.org/cgi/hsri.cgi>). We recommend that you choose questions that suit the needs of your agency and the people to be interviewed. We suggest your agency ask the same set of questions of all applicants for a particular position.

### **A. Competency area 1: PARTICIPANT EMPOWERMENT**

1. Describe a situation when you assisted an individual recognize that he or she had several choices in how to handle a difficult problem. What was the situation, what did you do, and what was the final outcome?
2. A participant at the group home in which you work has recently told you she thinks she might be a lesbian, and would like to meet other women in the gay community. What steps would you take to empower her?
3. Describe a situation where you've encouraged someone to advocate for themselves?
4. You and a person with disabilities you support are at a local restaurant. When the waitress comes to take your order, she looks and speaks only to you. The person you are with can give his/her own order. What would you do?

### **B. Competency area 2: COMMUNICATION**

1. Describe ways in which you have communicated with a person who does not communicate verbally?
2. Your new coworker Mohamed, is Muslim. During the month of Ramadan he is fasting during the day, and has asked you to change duties with him so he will not have to cook for the people who live in the group home. You cook a great deal already, and don't want to take on the extra duties for him. How do you respond to him?
3. Your coworker has a habit of interrupting you at staff meetings. In the past you've waited for her to finish and bring up your point again, only to have her interrupt once more. As a result, you often leave staff meetings feeling frustrated because your issues were not addressed. How do you address this issue?
4. Describe a situation in which your attempts to communicate with someone were ineffective. What was the situation, what did you do and what happened as a result?
5. Describe the worst misunderstanding you were involved in at your last job. What was the situation, what did you do and what happened as a result?

### **C. Competency area 3: ASSESSMENT**

1. Sally's mother expresses concern to you that Sally may be hard of hearing, and tends to ignore her when she is talking. You have noticed this, but have also found that when Sally is around friends or watching television her hearing appears to be fine. You suspect Sally is choosing to not listen to her mother. Sally's mother recently told you she wants her daughters hearing tested and asks you your thoughts. How might you share your assessment of the situation with her mother?
2. Tell us about a time when someone was injured and you had to make an immediate judgment on what needed to be done to help the person. Describe the injury and your steps in making the assessment.
3. Describe a situation in the past where you've participated in a team assessment process. What was your role?
4. Tell me about the last time you solved a problem where you had to do a lot of hard thinking and analysis; what difficulties did you encounter, how did you overcome them, what was the result?

# Structured Interview Questions And Answers Sample

**M Walker**



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Job Interviews For Dummies Joyce Lain Kennedy, 2011-11-29 Deliver a show stopping interview performance Does the thought of interviewing for a new job send shivers down your spine It doesn't have to Whether you're searching for your first job changing careers or looking for advancement in your current line of work Job Interviews For Dummies shows you how to use your skills and experiences to your advantage and land that job Following a half decade characterized by an explosion of economic crises global expansion and technological innovation in the job market today's job seekers vie for employment in a tough era of new realities where few have gone before In addition to covering how to prepare for an interview this updated edition explores the new realities of the job market with scenarios that you can expect to encounter an updated sample question and answer section coverage of how you can harness social media in your job search information on preparing for a Web based interview and the best ways to keep your credibility when applying for several jobs at once Out prepare the competition Overcome your fear of interviewing Ask smart questions about the job and the employer Give the best answers to make or break questions Fit your qualifications to the job's requirements Dress like an insider Survive personality tests Interview across cultures Evaluate a job offer Negotiate a better salary Whether you're fresh from the classroom a prime timer over 50 or somewhere in between Job Interviews For Dummies quickly gets you up to speed on the skills and tools you need to land the job you want

10-Step Evaluation for Training and Performance Improvement Seung Youn (Yonnie) Chyung, 2018-09-27 Written with a learning by doing approach in mind Yonnie Chyung's 10 Step Evaluation for Training and Performance Improvement gives students actionable instruction for identifying planning and implementing a client based program evaluation The book introduces readers to multiple evaluation frameworks and uses problem based learning to guide them through a 10 step evaluation process As students read the chapters they produce specific deliverables that culminate in a completed evaluation project

Bryman's Social Research Methods Tom Clark, Liam Foster, Alan Bryman, Luke Sloan, 2021 Clear comprehensive and trusted Bryman's Social Research Methods has guided over a quarter of a million students through their research methods course and student research project The thoroughly updated sixth edition offers unrivalled coverage of quantitative qualitative and mixed methods with renewed focus and a fresh modern feel

**Research Methods in Politics and International Relations** Christopher Lamont, Mieczyslaw P. Boduszynski, 2024-12-04 The most practical guide to conducting research in Politics and International Relations This textbook sets out how to approach every stage of your research project from formulating a research question and research design to detailed guidance on using specific methods and writing up your paper Packed with practical tips throughout this second edition Offers a troubleshooting feature to help you with the most common blockages and questions at each stage of the process Has unrivalled coverage with brand new chapters on all the key methods used in Politics and IR from discourse analysis and interviews to descriptive and inferential statistics Engages with some of the most cutting edge research with

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**A Guide to Participation: Field Work, Role Playing Cases, and Other Forms** John Constantinus Bollens, Dale Rogers Marshall, 1973

**Enhancing Interoperability and Automation of Construction Waste Quantification** Subarna Sivashanmugam, Sergio Rodriguez Trejo, Farzad Pour Rahimian, 2025-07-28

Enhancing Interoperability and Automation of Construction Waste Quantification outlines the construction waste quantification CWQ modelling that supports data driven decision making in the built environment It presents how the functionalities of Building Information Modelling BIM and Semantic Web Technology are integrated to enhance the interoperability and automation of the CWQ process The research in this book shapes the development of a semantic framework that supports the built environment in quantifying construction waste CW and informing optimal material choices from early design stages to minimise the quantity and diversity of waste generation The book also demonstrates the application of the proposed framework using an ontology PROduct CIRcularity Ontology and a BIM integrated digital tool Building Waste Tool BWT The PRODCIRO and BWT inform how data standardisation consistency and granularity could streamline and automate the CWQ process The book also presents the outputs of a test case building used to validate the adaptability and accuracy of the framework This book is a valuable resource for BIM and sustainability practitioners It provides a comprehensive discussion on the significance of CW its impacts on sustainability advancements in CWQ and data and information gaps within the existing CWQ practices The solution proposed in the book will help the built environment to shift from reactive to proactive and preventive waste management

**Human Resource Management in Local Government** James Ansel Buford, James R. Lindner, 2002 This book represents a unique approach to human resource management that addresses two important needs First the book answers the need for a practical guide for local government HR management The authors detail applications and techniques required in this working environment Second the book answers the need for an instructional text that accurately presents the local government HR manager s role and everyday activities

*The Analysis Design and Implementation of Information Systems* Henry C. Lucas, 1992

**Psychological Monographs**, 1962

*International Encyclopedia of Business and Management* Malcolm Warner, 2002

**Principles of Research Design and Drug Literature Evaluation, Second Edition** Rajender R. Aparasu, John P. Bentley, 2019-09-05 An essential text for any

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*Citizen Advocacy* Linda D. Baucom, 1980 Manuel permettant la mise en place d'un programme de parrainage civique **Psychological Monographs** Psychological Review Publications, 1962 *Minorities in Medicine*, 1992 **Rereading** Louisa Ann Smith, 1984

**Business Communications** William C. Himstreet, Wayne Murlin Baty, Carol M. Lehman, 1993 For an undergraduate or possibly graduate course in introductory business communication found in departments of business including marketing management and information systems business education English and communications *Leadership Roles and Management Functions in Nursing* Bessie L. Marquis, Carol Jorgensen Huston, 2003 Now in its Fourth Edition this foremost leadership and management text continues its emphasis on critical thinking problem solving and decision making Incorporating application with theory and strong leadership content features address the newest methods of quality assurance benchmarking and report cards plus coverage on new technologies information including implementation New to this edition are more case studies new content on violence in the workplace case management impact of emerging technologies political action and patient care delivery models and weblinks in each chapter plus a new companion For more information visit <http://connection.lww.com/go/marquis>

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