

Sample Interview Questions

Character Questions:

- Tell me about a time when you were faced with having to make a choice between doing the right thing and taking the easy or comfortable way out.
- Respect is earned. How would your colleagues say you have earned their respect?
- What standards do you use when setting a good example for the children in your care?

Boundary Focused Questions:

- How do you build trust and rapport with the kids in your care?
- What kind of relationship would you like to foster with the parents of the kids in your care?
- Explain how your past experience will help you manage kids' behavior in this position.
- What kind of tangible and intangible rewards do you use to promote good behavior?
- What is your philosophy on "respect for authority?"
- Were there specific boundaries in place at your previous employers to minimize the risk of child abuse? What were they?
- How did the boundaries impact the staff's ability to serve kids?
- Have you ever suspected a child in your care was being sexually abused by a colleague? What happened?
- What personal boundaries do you enforce that help protect kids and mitigate your risk of being falsely accused of sexual abuse?
- Tell me about your level of awareness regarding the prevalence and risk of child sexual abuse.
- Tell me about any formal or informal training you have had specific to preventing child sexual abuse.
- Tell me about any formal child sexual abuse prevention programs in place at your previous employers (or volunteer organizations).