

Occupational Rehabilitation Aide Interview Questions

1. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)

2. Provide an experience in which you effectively helped a patient meet his/her therapeutic goals.

3. Describe a time when you successfully provided personal assistance to a coworker or patron.

4. Share an experience you had in dealing with a difficult person and how you handled the situation.

5. Share an experience in which you successfully shared a difficult piece of information. (Make sure that the candidate has open lines of communication.)

6. Tell me about a recent experience you've had working with your hands.

7. How do you stay fit in order to perform physical activities that are required in the workplace?

8. Tell me how you organize, plan, and prioritize your work.

9. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.

10. How do you balance cooperation with others and independent thinking? Share an example. (Try to determine if the candidate has a cooperative attitude or is otherwise good-natured.)

11. Share an experience when you applied new technology or information in your job. How did it help your company?

12. Share an experience in which personal connections to coworkers or others helped you to be successful in your work. (Make sure candidate works well with others.)

13. Provide an experience in which you were sensitive to someone's needs or feelings. How did your helpfulness affect your work environment?

14. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the

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situation and outcome?

15. Name a time when your patience was tested. How did you keep your emotions in check?

16. Share a time when you willingly took on additional responsibilities or challenges. How did you successfully meet all of the demands of these responsibilities? (Make sure the candidate is a self-starter and can demonstrate some initiative.)

17. Provide an example when you were able to prevent a problem because you foresaw the reaction of another person.

18. Provide an example when your ethics were tested.

19. Share an experience in which your attention to detail and thoroughness had an impact on your last company.

20. Provide an experience in which your ability to actively find ways to help people improved your company or your own work ethic.

21. Please share an experience in which you presented to a group. What was the situation and how did it go?

22. Provide a time when you dealt calmly and effectively with a high-stress situation.

23. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)

24. Provide an example of when you were persistent in the face of obstacles.

25. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact?

26. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task.

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27. Share an experience in which your willingness to lead or offer an opinion helped your company.

28. What is the state of your client records? What is something you would like to improve?

29. Provide an effective method you have used to evaluate the skills and capacities of disabled clients.

30. Share an experience in which you managed infection control or equipment security. What methods made you successful?

31. Share an effective method you have used to instruct patients and families in skills and equipment to facilitate adjustment to disability.

32. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?

33. Tell me about an effective therapy program which you helped plan and/or implement.

34. Name a time when your creativity or alternative thinking solved a problem in your workplace.

35. Describe your experience performing clerical, administrative, and/or secretarial duties.

36. What is the key to success when communicating with the public.

37. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?

38. Provide an experience in which you effectively repaired or modified equipment.

39. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?

40. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.)

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41. Share an effective approach to working with a large amount of information/data. How has your approach affected your company?

42. Share an experience in which you administered situational and/or diagnostic tests.

43. What have you found to be the best way to monitor the performance of your work and/or the work of others? Share a time when you had to take corrective action.

44. Provide a time when you were able to identify a complex problem, evaluate the options, and implement a solution. How did the solution benefit your employer?

45. Describe a time when you successfully persuaded another person to change his/her way of thinking or behavior.

46. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?

47. Share an experience in which your diligence of inspecting equipment, structures, or materials helped you identify a problem or the cause of a problem.

48. Share an experience in which your ability to consider the costs or benefits of a potential action helped you choose the most appropriate action.

49. Please share an experience in which you successfully taught a difficult principle or concept. How were you able to be successful?

50. Share an experience in which your understanding of a current or upcoming problem helped your company to respond to the problem.

51. In your experience, what is the key to ensuring your company was compliant with all laws, regulations and standards that were applicable to your area of responsibility?

52. Describe an experience in which you identified the educational needs of your students and successfully developed a way to teach/train them.

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53. Give me an example of when you thought outside of the box. How did it help your employer?

54. Provide an experience that demonstrates your ability to manage time effectively. What were the challenges and results?

55. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task.

56. Share an experience in which you used new training skills, ideas, or a method to adapt to a new situation or improve an ongoing one. (Look for the candidate's ability to learn.)