

Guidance Director Interview Questions

1. Please share with me an example of how you helped coach or mentor someone. What improvements did you see in the person's knowledge or skills?

2. Explain your approach to counseling individuals to help them understand and overcome personal, social, or behavioral problems affecting their educational or vocational situations.

3. Walk me through how you confer with parents or guardians, teachers, administrators, and other professionals to discuss children's progress, resolve behavioral, academic, and other problems, and to determine priorities for students and their resource needs.

4. What is the most challenging aspect of keeping accurate student records?

5. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?

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

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

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

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

10. What are some long-range objectives that you developed in your last job? What did you do to achieve them?

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

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

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

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

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

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

17. Provide an example when your ethics were tested.

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

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

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

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

22. 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.)

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

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

25. 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.)

26. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the

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candidate is dependable.)

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

28. What is the most challenging part of reviewing transcripts to ensure that students meet graduation or college entrance requirements and write letters of recommendation? Share an example.

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

30. 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.)

31. 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.)

32. 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.

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

34. Tell me what method you use to evaluate students' or individuals' abilities, interests, and personality characteristics using tests, records, interviews, or professional sources.

35. Describe an experience where you helped prepare students for later educational experiences by encouraging them to explore learning opportunities and to persevere with challenging tasks.

36. Share an effective approach to provide students with information on such topics as college degree programs and admission requirements, financial aid opportunities, trade and technical schools, and apprenticeship programs.

37. Expound on how you collaborate with teachers and administrators in the development, evaluation, and revision of school programs and in the preparation of master schedules for curriculum offerings.

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38. What kind of experience do you have instructing individuals in career development techniques such as job search and application strategies, resume writing, and interview skills? Share an experience.

39. Tell me how you counsel students regarding educational issues, such as course and program selection, class scheduling and registration, school adjustment, truancy, study habits, and career planning.

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

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

42. Would you consider analyzing data or information a strength? How so?

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

44. Describe an experience in which your ability to work well with others and reconcile differences helped your company or employer. (Make sure the candidate knows how to negotiate.)

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

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

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

48. How much time do you spend compiling and studying occupational, educational, and economic information to assist counselees in determining and carrying out vocational and educational objectives?

49. Walk me through how you assess needs for assistance such as rehabilitation, financial aid, or additional vocational training, and refer clients to the appropriate services.

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50. In your experience, what is the key to developing a good team? (Look for how they build mutual trust, respect, and cooperation.)

51. How often do you teach classes and present self-help or information sessions on subjects related to education and career planning? Share an experience.

52. What helps you in your job by observing students during classroom and playing activities to evaluate students' performance, behavior, social development, and physical health?

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

54. How do you stay up to date with new or improved ways to establish contacts with employers to create internship and employment opportunities for students?

55. Describe an experience where you planned and promoted career and employment-related programs and events, such as career planning presentations, work-experience programs, job fairs, and career workshops.

56. Tell me about the last time you oversaw the work of someone else. How did you effectively motivate, develop, and direct the worker(s)?

57. What has been your involvement in student extracurricular activities?

58. Provide an example of when you set expectations and monitored the performance of subordinates. What guidance and direction did you find most effective?

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

60. 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?