

## Behavior Specialist Interview Questions

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

2. What factors do you consider when diagnosing students' conditions and assessing their eligibility for special services?

3. Name a time when your advice to management led to an improvement in your company or otherwise helped your employer.

4. 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?

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

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

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

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

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

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

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

15. 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?

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

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

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

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

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

21. 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.

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

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

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

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

26. Provide a time when you were able to identify a complex problem, evaluate the options, and implement a

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solution. How did the solution benefit your employer?

27. 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.)

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

29. Provide an example when your ethics were tested.

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

31. 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.)

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

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

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

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

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

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

38. What is the state of your psychological reports? Name one thing you are trying to improve in your reports.

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39. Share an effective method you have used to select, administer, and/or score psychological tests.

40. Share an experience in which you effectively instructed another person on learning styles, behavior modification techniques, or a similar matter.

41. Provide an experience in which you successfully counseled a child or family and helped them resolve a difficult problem.

42. 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.)

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

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

45. Describe methods you have found effective in assessing children's individual needs, limitations, and/or potential.

46. What is the state of your student records? What is one thing you would like to improve upon?

47. Describe an experience in which you identified a case of child endangerment, neglect, or abuse. What did you do?

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

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

50. 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.)

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51. Provide an effective method you have used to promote understanding of child development as well as its relationship to learning and behavior.

52. Share an experience in which you evaluated the effectiveness of an academic program or another service. How did your analysis benefit your school?

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

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

55. Share an experience in which you collaborated with others to develop an effective educational plan.

56. 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.)

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

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

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

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

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

62. Provide an experience in which you collaborated with other educational professionals to develop an effective teaching strategy or school program.

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63. Share an experience in which you successfully helped a family or school deal with a crisis.

64. How do you stay informed of new developments in school psychology? Share an experience.

65. Describe an effort you initiated and/or directed which successfully fostered tolerance, understanding, and/or appreciation of diversity in a school.

66. Tell me about a program or class you designed which effectively met the needs of special students.

67. Describe an effective educational program you provided for teachers or parents.

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

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

70. Share an experience in which you conducted research which helped you to effectively address learning or behavior issues.