

## Instructional Aide Interview Questions

1. Describe a time when you successfully provided personal assistance to a coworker or patron.
2. Share an experience you had in dealing with a difficult person and how you handled the situation.
3. Share an experience in which you successfully shared a difficult piece of information. (Make sure that the candidate has open lines of communication.)
4. How do you stay fit in order to perform physical activities that are required in the workplace?
5. Share an effective method you have used to maintain a safe play environment. Provide an experience.
6. Provide an experience in which your monitoring of children's play activities helped you to be more effective in your work.
7. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
8. Provide an experience in which you were sensitive to someone's needs or feelings. How did your helpfulness affect your work environment?
9. Share an experience in which you successfully operated an in-house day-care center within a business.
10. Provide an experience in which you cared for children in an institutional setting.
11. Share an experience in which you effectively cared for a mentally disturbed, delinquent, and/or handicapped child.
12. What is the state of your records for individual children? What is something you would like to improve?
13. Provide an effective method you have used to keep toys and equipment sanitary.
14. Share an effective method you have used to communicate with children's parents.

## Instructional Aide Interview Questions

15. Name a time when your patience was tested. How did you keep your emotions in check?
16. Share an experience in which you effectively supported a child's emotional or social development.
17. Provide an experience in which you effectively performed personnel functions, e.g. supervision or scheduling.
18. Provide an experience in which you identified signs of an emotional or developmental problem in a child.
19. Tell me about a developmentally appropriate lesson plan which you created.
20. Share an effective method you have used to instruct children in health and personal habits. Provide an experience.
21. 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.)
22. Share an experience in which you successfully helped a child with homework or school work. What methods made you successful?
23. Provide an example when your ethics were tested.
24. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)
25. Provide an experience in which you disciplined a child or helped a child control his/her behavior, such as picking up after him/herself.
26. Provide a time when you dealt calmly and effectively with a high-stress situation.
27. Give me an example of when you thought outside of the box. How did it help your employer?
28. Share an experience in which your attention to detail and thoroughness had an impact on your last company.

## Instructional Aide Interview Questions

29. Describe your experience performing general administrative tasks.
30. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.