

Direct Support Person Interview Questions

1. Share an experience you had in dealing with a difficult person and how you handled the situation.
2. What is the state of your records? What is something you would like to improve upon?
3. Describe a time when you successfully provided personal assistance to a coworker or patron.
4. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?
5. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?
6. Share an experience in which you successfully shared a difficult piece of information. (Make sure that the candidate has open lines of communication.)
7. Provide an experience in which you effectively administered prescribed oral medications.
8. Share an experience in which you helped a patient move around, clean, and/or with personal care.
9. Share an experience in which you effectively planned, purchased, prepared, and/or served meals to a patient. How did you ensure that meals met the prescribed diet?
10. Name a time when your patience was tested. How did you keep your emotions in check?
11. Provide an experience in which you were sensitive to someone's needs or feelings. How did your helpfulness affect your work environment?
12. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
13. Provide an example when your ethics were tested.
14. Describe your experience accompanying clients on trips outside of the home.

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

16. 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.)

17. Share an experience in which you effectively directed a patient in a prescribed exercise and/or in the use of a device.

18. Describe a time when you provided a patient or family with emotional support and/or instruction.

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

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

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

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

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

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

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

26. Provide an effective method you have used to keep patients mentally healthy and alert. Provide an experience.

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

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

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

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.)