

Clinical Services Director 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. Share an experience you had in dealing with a difficult person and how you handled the situation.
3. Describe an experience when you counseled clients on concerns, such as unsatisfactory relationships, divorce and separation, child rearing, home management, and financial difficulties.
4. What kind of questions have you found helpful that will help clients identify their feelings and behaviors? Share an example.
5. Share your approach how to encourage individuals and family members to develop and use skills and strategies for confronting their problems in a constructive manner.
6. Tell me how you organize, plan, and prioritize your work.
7. What are some long-range objectives that you developed in your last job? What did you do to achieve them?
8. Give me an example of when you thought outside of the box. How did it help your employer?
9. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.
10. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?
11. Provide an example when you were able to prevent a problem because you foresaw the reaction of another person.
12. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact?
13. Please share an experience in which you presented to a group. What was the situation and how did it go?

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

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

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

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

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

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

20. Describe methods you have found helpful when developing and implementing individualized treatment plans addressing family relationship problems.

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

22. 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.)

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

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

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

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

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

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

30. What factors do you consider when determining whether clients should be counseled or referred to other specialists in such fields as medicine, psychiatry, and legal aid?