

Residential Counselor Interview Questions

1. Share an experience you had in dealing with a difficult person and how you handled the situation.
2. Share an effective method you have used to enforce rules and regulations.
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. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task.
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 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. Share an experience when you applied new technology or information in your job. How did it help your company?
11. Give me an example of when you thought outside of the box. How did it help your employer?
12. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.
13. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?
14. Share an example of a time you had to gather information from multiple sources. How did you determine

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which information was relevant?

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

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

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

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

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

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

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

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

24. Provide an example when your ethics were tested.

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

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

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

28. Provide an experience in which you successfully administered emergency first aid.

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

30. Share an experience in which you effectively mediated an interpersonal problem between residents.