

## Sample Interview Questions

For more examples of interview questions that are recommended, not recommended, or to avoid completely, see the [Human Resources Toolkit for Nonprofit Children's Advocacy Centers](#), published by the Southern Regional Children's Advocacy Center.

### Interview Questions: Specialized Trauma Tele-Therapist

#### **Sample General Questions**

*Each general question may be followed up with more specific probing questions based on the applicant's response.*

1. Tell us about your interest in the position
2. Describe your training and experience in trauma treatment of children and adolescents.
3. What evidence-based treatments and practices are you proficient in? Describe the training you have received to deliver those evidence-based treatments including how, when and by whom you were trained.
4. When working with children, what age range are you most comfortable working with? Which are you least comfortable with? And why?
5. What role do you think caregivers should play in the therapy process?
6. Tell us about your training and experience delivering mental health services remotely via tele delivery.
7. Have you ever had a supervisor who was not physically located in the same office as you?
  - a. IF YES: Tell us about the advantages and challenges of that arrangements you experienced.
  - b. IF NO: What do thing would the advantages and challenges of that arrangement?
8. What type of supervisor style are you most comfortable with?
9. Since the successful candidate will be working from afar, tell us about how your office is set up? How will you ensure privacy and confidentiality of services? Are there equipment and resources you would need to be successful working remotely?

#### **Sample Behavioral Questions**

1. Think of a time you were providing therapy remotely and the client experienced a crisis, such as talking about harming themselves in the immediate future. How did you handle it? If you have not had such an experience, how would you handle it if it occurred in the future?
2. Describe a time you received a referral for a client who came to your first appointment skeptical about therapy and seemed unlikely to return for a second appointment. How did you seek to engage them in therapy? How would you handle it if you were providing therapy remotely?
3. This position will require you to work as a member of a team, sharing tasks with staff of the CAC located far away. Describe a positive experience working as a member of a team (of any kind) and what made it successful. Now, describe how you would work to establish a successful team environment with the victim advocate and members of the multidisciplinary team who are physically located far away.
4. Describe a time you had to provide therapy to someone who identified as part of a culture that you were unfamiliar with. How do you seek to educate yourself about that culture so you could be more effective in understanding and meeting the client's needs?
5. This position may require conducting sessions back-to-back with clients who have experienced significant trauma. How do you define self-care and what is your understanding of secondary traumatic stress? What would you need from the CAC in order to effectively address secondary traumatic stress?

### **Other Items for Discussion**

*Other practical issues you might want to discuss and explore during the interview include the following and may be appropriate for a second round of interview or as you narrow down your finalists:*

1. **Equipment.** Share and discuss with the candidate what they can expect to receive from the CAC in terms of equipment and support (such as a laptop, webcam, and headset) and what they are expected to provide on their own as well as IT support.
2. **Work Hours.** Discuss expected work hours. If the therapist resides in a time zone that is different than the CAC or the clients, discuss how that may impact work hours and need for flexibility.
3. **Insurance.** Share and discuss what type of insurance the CAC carries and how the therapist will be covered during their tenure. Explore what type of individual malpractice insurance the therapist has (separate from any CAC liability insurance). Share if they decide not to pay for their own malpractice insurance, they will not be protected if they leave your CAC for any claims from clients they saw while in your employment.
4. **Criminal and Civil Court.** Share the level of interaction you anticipate the therapist will have with criminal and civil court cases (including for example dependency court, family court and administrative hearings for schools or daycares). Discuss their experience providing court testimony, how they would feel about the possibility of testifying and/or giving their clinical opinion as it pertains to the safety of the child and whether or not they are willing to learn how to do so if they don't have experience.