Three-Step Interview Applications

1. What is your current role? In all that you do, what do you find especially rewarding? Why?

2. How did you first become interested in your area of expertise? What drew you into (teaching, health, nonprofit/foundation work, business, government, evaluation, etc.)?

3. What’s been your most rewarding experience as a ________________________? Why was that so meaningful?

4. What are you especially proud of about your program? Why?

5. Think of a time when you were in a situation where communication was working well. Why do you believe it was so successful?

6. What concerns you most about resources in your program? Why?

7. What do you consider to be a “plus” about your program? Why?

8. What’s the one “wish” you have for your program? Why?

9. Think of a time that you received feedback/information that motivated you to make a change. What was it about the feedback that was particularly helpful? Explain.

10. Think of a time when you made a change in your practice. What supported you making that change?

11. What is something that you are doing now that is working well, but that you were not doing when you began your job? What is it? What influenced you to make a change?

12. Think of a time when you were asked to try something new. What was it? How did you feel? Did you actually try it? Why or why not? Are you still doing it now? Why or why not?

13. Think of those your program serves. What do you believe is the greatest strength that people bring to the program? What do you believe is their greatest need? Explain.

14. Look over these interview responses from agency directors. What’s one insight that leaps out at you? Explain.

15. Look over these findings (facilitator presents the findings of the study). What recommendations might you make based on this information? Why?

16. Look over this list of recommendations (facilitator presents recommendations). Which do you believe will be personally most challenging? Why?