

Sample Interview Questions

Sample Interview Questions for Direct Care Positions



Introduction

Successful interviews are all about asking the right questions. As the interviewer your job is to take the lead. When interviewing for a Direct Care position, the most suitable candidate will demonstrate a high level of empathy and compassion. They should be self-motivated, reliable and responsible, as well as, demonstrate good judgement and integrity. A good caregiver is flexible and able to adjust to meet the needs of the individuals they serve.

Beyond a few general questions at the start of the interview, most questions should be a combination of behavioral and situational questions. Behavioral questions are centered on conduct in past work situations while situational questions are hypothetical and focused on the future. In combination you should get a good sense of past and future performance.

Select a few general questions followed by several behavioral and situational interview questions from

the lists provided that are most relevant to your position and modify the questions as appropriate for your position. These questions will enable you to evaluate the candidate's ability to exercise good judgement, provide safe and supportive relationships, assist with daily living activities, and ensure effective communication. Be sure to ask all candidates the same questions to better evaluate who the best fit for your organization would be.

General Interview Questions

1. Tell me a little about yourself.
2. What experience do you have in direct care?
3. What qualifies you for this job?
4. What qualities make you a good caregiver?
5. What motivates you as a caregiver?
6. Would you be able to assist with personal care routines for adults, and why?
7. What is the most important lesson you've learned from interacting with individuals with disabilities?
8. What experience do you have administering medications?
9. What do you feel is the biggest challenge in providing direct care?
10. What do you enjoy and what do you dislike about direct care?
11. Why are you interested in this position?
12. How did you hear about the position?
13. What do you know about our company?
14. What are your greatest professional strengths and weaknesses?
15. Where do you see yourself in five years?

Behavioral Interview Questions

1. Give me an example where you guided an individual toward independence.

Sample Interview Questions

2. Has an individual you supported made you feel uncomfortable before? How did you handle the situation?
 3. Tell me about a time when you experienced frustration dealing with an individual you were supporting.
 4. Tell me about a time when you experienced an emergency as a caregiver. How did you handle the situation?
 5. Describe a time when you had to provide medical assistance or treatment to another person. What was the situation, what did you do, what happened as a result?
 6. Tell me about a time when you had to practice professional confidentiality. What was the situation and how did you handle it?
 7. Describe a situation in which you helped an individual set a goal. How did you support the individual to achieve the goal?
 8. Tell me about a situation where you advocated on behalf of another person. What made the advocacy successful or unsuccessful?
 9. Describe a situation in which you had a conflict with a co-worker (or supervisor). What was the issue, what did you do, what was the outcome of the conflict?
 10. What does teamwork mean to you? Give some examples of things you've done to be a good team member or to improve teamwork.
 11. Describe a situation in which someone you know used insensitive or disrespectful words to describe a person or group of people. What, if anything, did you do in that situation?
 12. Tell about a time you helped an individual communicate with their friends and relatives?
- suspect Carlo is choosing not to listen to his mother. How would you share your assessment of the situation with his mother?
 2. Elaine tells you that when she was a child, her family went to temple regularly and that she would like to become active in the faith again. How would you support her in this goal?
 3. Alicia would like to join a choral group but has no transportation other than the bus, which is a long and confusing ride. What could you do to support her desire to participate?
 4. Earl is sensitive to loud noises. One day, the maintenance crew arrives to do yard work. The sound of the mower sends Earl into a panic and he begins pacing, crying and covering his ears. Earl picks up and attempts to throw an object through the window. How would you handle the situation? How would you document it?
 5. You and Armand are at a restaurant. The waitress comes to take your order and looks and speaks only to you. Armand can order for himself. What would you do?
 6. You are working the night shift in a home and Florence refuses to take her evening medication. How would you handle the situation? How would you document it?
 7. You worked the overnight shift and Phyllis was up all night sick with a stomach bug. Your shift is over in the morning, but your replacement has not arrived. What would you do?
 8. You witness a co-worker using profanity towards an individual you serve. What would you do?

**Some interview questions are based on the work of www.ANCOR.org*

Situational Interview Questions

1. Carlo's mother expressed concern that he may be hard-of-hearing and tends to ignore her when she is talking. You noticed this but also found that when Carlo is around friends or watching TV, his hearing appears fine. You

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