



### **Self-Examination**

Think about three or four of the specific experiences in your life when you were at your best. What made you so successful or happy in those specific examples?

Tell me what you believe, who you are and what you are looking for.

I'm really good at making better \_\_\_\_\_.

Have you participated in counseling for yourself? How many times?

What is your biggest weakness in being a private practice clinician or biggest weakness in the settings where you have counseling experience?

Tell me about yourself.

What are your greatest strengths?

What are your greatest weaknesses?

Why do you think this job is right for you?

### **Self-Image**

If you were to tattoo one verb on your body, what would it say?

If they build a statue of you after you die, in one sentence, what will the plaque say?

What can you do for us that other candidates can't?

Why do you think you are right for this job?

How would your colleague/college peers describe you?

What would your best friends say are your strongest character attributes?

What would your closest family members say are your strongest character attributes?

## **Worldview**

If everyone in the world were to \_\_\_\_\_, what kind of world would it be?

What do you use to guide you when making major life decisions?

## **Motivation and Drivers**

I wake up every day inspired to \_\_\_\_\_ so that \_\_\_\_\_.

Are there elements of this Associate /Supervision post that you would do beyond the four hours of required Supervision?

What helped you decide that you wanted to become a counselor?

What are your career goals?

What motivates you?

## **Future Plans**

Where do you see yourself in 10 years?

The kind of opportunity I'm looking for is \_\_\_\_\_.

Can you imagine fulfilling your Associate-Supervisor with me for the long haul, or is it temporary? Why or why not?

## **Supervisory Expectations**

What specifically is there about doing a Supervisor post with me that resonates with you?

What do you think would make this Supervision relationship a great fit?

What do you see as *my* role as a Supervisor, in your professional Associate development?

What do you think is *your* role in the Supervisor-Associate professional development experience?

Why are you looking to do this experience with me instead of someone else?

What do you think the main challenges will be?

## **Work Skills**

What are the skills and expertise you have gained through your work experience?

### **Personality Characteristics**

What do you enjoy doing the most?

Describe your personality.

How would you describe yourself?

### **Dealing with Other People**

Has there been a time when you have had to receive correction at work? What were the circumstances and how did you handle the situation?

What major life events have you gone through that have helped you the most in working with clients?

What makes you fit into our company?

What makes you a good team member?

### **Self-Care**

What hobbies or volunteer opportunities do you participate in?

### **Workplace Habits and Tools**

What resources do you point clients towards to receive further help during the time they are attending counseling?

### **Workplace Experience & Preferences**

What age, gender, and issues have you dealt with the most as a counselor?

### **Business Acumen**

What do you know about our company?

What do you think our company is aiming to achieve?

What do you know about our products and services?

Why do you want to work for this company?

You may also have them include on their resume the following:

Objective/Summary - Brief Overview Description of Who You Are and Why you do what you do.

Experience - List of past employment along with accomplishments

Skills/Qualification - Other things you bring to the table

Education/Training - A brief history and background of your academic journey.

Three References