

ADDITIONAL RESOURCE

Sample Interview Form for SRAE Facilitator Candidates

March 2022

You can customize this form for your organization by changing the categories, questions, and other information as needed. You can either fill out this form electronically or print it and fill it out manually.

Interview Details

Date: _____ Time: _____

Interviewer Name: _____

Candidate Name: _____

Position Applied for: _____

Notes: _____

Interview Questions

GENERAL FIRST IMPRESSIONS

1 Tell me/us about yourself.

Quality of response (click or check the box next to the number you want to choose—0 low, 5 high):

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5

Notes: _____

2 What is your greatest strength?

Quality of response (click or check the box next to the number you want to choose—0 low, 5 high):

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5

Notes: _____

Sample Rating Scale

#	EXPERIENCE
0	No experience
1	Limited or unrelated experience
2	Minimal experience
3	Standard experience
4	Multiple extensive experiences
5	Extensive and exceptional experience

3 What is your passion?

Quality of response (*click or check the box next to the number you want to choose—0 low, 5 high*):

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5

Notes: _____

4 What are your greatest challenges... working with youth, managing groups, dealing with conflict, etc.?

Quality of response (*click or check the box next to the number you want to choose—0 low, 5 high*):

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5

Notes: _____

PUBLIC RELATIONS

5 How confident are you that you can facilitate groups and effectively deliver program curriculum?

Quality of response (click or check the box next to the number you want to choose—0 low, 5 high):

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5

Notes: _____

6 How would you handle a situation in which someone publicly objects to a statement you make?

Quality of response (click or check the box next to the number you want to choose—0 low, 5 high):

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5

Notes: _____

COMMUNICATION

7 How do you work to build rapport with others and what specific communication strategies do you use?

Quality of response (click or check the box next to the number you want to choose—0 low, 5 high):

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5

Notes: _____

8 On a scale of 1-10, how would you rate yourself on empathy, or your ability to understand the lived experiences of those you may serve?

Quality of response (click or check the box next to the number you want to choose—0 low, 5 high):

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5

Notes: _____

9

How would you describe your ability to connect with diverse audiences?

Quality of response (*click or check the box next to the number you want to choose—0 low, 5 high*):

0 1 2 3 4 5

Notes: _____

CURRICULUM CONTENT

10

Do you believe it is possible for a person to save sex for marriage? Why/why not?

Quality of response (*click or check the box next to the number you want to choose—0 low, 5 high*):

0 1 2 3 4 5

Notes: _____

11

As an SRAE Facilitator, you may undergo personal scrutiny. How comfortable are you with others examining your life experiences as they relate to healthy life choices?

Quality of response (*click or check the box next to the number you want to choose—0 low, 5 high*):

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5

Notes: _____

ADAPTABILITY/FLEXIBILITY

12

In the Facilitator role, you will be required to be flexible with changing work assignments and schedules. How will you balance your work responsibilities with your personal life?

Quality of response (*click or check the box next to the number you want to choose—0 low, 5 high*):

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5

Notes: _____

13

Are there scheduling obstacles we need to be aware of regarding your availability?

Quality of response (*click or check the box next to the number you want to choose—0 low, 5 high*):

0 1 2 3 4 5

Notes: _____

PRESENTATION SKILLS

14

On a scale of 1-10, with 1 being low and 10 being high, how would you rate your comfort level with facilitating group discussions?

Quality of response (*click or check the box next to the number you want to choose—0 low, 5 high*):

0 1 2 3 4 5

Notes: _____

15

Have you ever been in a supervisory or leadership role with teenagers before?
If so, explain your duties.

Quality of response (click or check the box next to the number you want to choose—0 low, 5 high):

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5

Notes: _____

16

How comfortable would you be visiting an unfamiliar venue, surrounded by a group of people you do not know, and stepping into the role of instructor?

Quality of response (click or check the box next to the number you want to choose—0 low, 5 high):

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5

Notes: _____

CLOSING

17 What questions do you have for me/us?

Quality of response (click or check the box next to the number you want to choose—0 low, 5 high):

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	5

Notes: _____

To complete directly after interview...

Rate the candidate on the following aspects:

Self-awareness	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
Energy	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
Confidence	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5
Authenticity	<input type="checkbox"/> 0	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

SCORING

Add the numbers you selected for each question and enter the total here: _____

Note: This score is not meant to replace the thoughtful consideration and overall evaluation necessary to select the best candidate, but it can help supplement your decision-making process.