

## Peer Support Interview Questions

Please circle a number that best describes the applicant's answers to the questions in each category.

1 = poor 2 = below average 3 = average 4 = above average 5 = excellent

### General

1 2 3 4 5

Tell us about your background and experience related to this position, both personal and professional.

What training or education do you have that relates to this work?

### Boundaries

1 2 3 4 5

Part of the role of a peer support worker is to model recovery by sharing some of your own personal experiences. Would you be comfortable doing so? How would you go about doing this?

### Competency

1 2 3 4 5

Tell us about your experience as a team member.

In your last job, tell us one thing that went well and something that didn't go well.

We work as a team in peer support. Tell us what you think are the most important qualities a team should have.

This position requires using technology to communicate. What would you say is your level of understanding of:

Microsoft Word	low	average	excellent
Microsoft Excel	low	average	excellent
Microsoft Outlook	low	average	excellent
Internet Explorer	low	average	excellent
Electronic medical records	low	average	excellent
Paging systems	low	average	excellent
Phones/voicemail	low	average	excellent

If I asked a coworker about you or your job performance, what would they say?

### Personal Characteristics

1 2 3 4 5

What do you think are your greatest strengths?

What do you suspect will be the most difficult challenge you will face in this position? How would you deal with them?

What interests you about working in this program?

If you felt that your job was causing an increase in your stress level what would you do?

Who is the one person you admire most in the world and why?

**Dependability** 1 2 3 4 5

Can you tell us about your history of dependability in prior positions?

This position involves working evenings and could potentially involve working days or weekends. What is your availability to work a flexible work schedule?

Do you function best with the independence to structure your own time, or work better with a clear structure?

Describe someone you have worked with that was dependable. What about them made them dependable? Why?

What does dependable mean to you?

**Initiative** 1 2 3 4 5

Working evenings and weekends involve working by yourself with no other peer specialists here. What is your comfort level working alone?

**Collaboration/Cooperation** 1 2 3 4 5

Would you rather work on a team or on your own? When and why?

**Motivation** 1 2 3 4 5

Tell us what you would do to motivate a coworker or client to move forward with their own goals.

**Philosophy** 1 2 3 4 5

What do you know about "recovery" as a concept? What is your personal knowledge of this and how did you come to this understanding?

What is your philosophy about recovery?

**Scenarios****1 2 3 4 5**

What would you do if a client were being difficult or verbally abusive?

While working at Riverview you may be a part of some situations that disturb you or make you uncomfortable. How do you think you would handle these situations, both when they occur and after the situation has ended?

**Supervision****1 2 3 4 5**

What do you feel are good qualities of a supervisor? What are the bad qualities?

What do you expect from a supervisor?

What has your experience been with supervisors in past jobs?

**Interpersonal****1 2 3 4 5**

This position involved meeting new people on a regular basis. Tell us about a time when you met someone for the first time and how you began a conversation with them.

Tell us about a time when starting a conversation with someone you don't know went well and didn't go well. What would you have done differently?

Other Peer Specialists have said that the amount of social interaction can be very draining—do you have any reaction to this?

Some people are here because they have been found not criminally responsible for serious crimes. Those crimes range from theft and arson to rape and murder.

Many of these people have been high profile and you have read or heard some pretty outrageous things about them in the media. What are your thoughts and feelings on working with this group?

If you felt that your personal issues were affecting your work, how would you handle that?

**Conflict****1 2 3 4 5**

Please tell us about a time when you have had a conflict with a coworker or supervisor. How did you address the conflict?

What should a supervisor do to minimize conflict at work? How much should they get involved in resolving conflicts between coworkers? What if you were involved in the conflict?

Some staff at Riverview may be apprehensive about or unsupportive of peer support. How would you deal with this?

What situations get you upset on the job?

**Wrap-up**

**1 2 3 4 5**

Is there anything that you would like to tell us that we have not covered?

## Score Sheet

General	_____
Boundaries	_____
Competency	_____
Personal characteristics	_____
Dependability	_____
Initiative	_____
Collaboration/Cooperation	_____
Motivation	_____
Philosophy	_____
Scenarios	_____
Supervision	_____
Interpersonal	_____
Conflict	_____
Wrap-up	_____
Ability to listen and answer questions appropriately	_____
Overall impression of the applicant	_____
How well would this person fit in with the peer support team	_____
Total	_____