

A Giant List of Interview Questions



Here is a list of interview questions we have collected from different people and places. You don't have to use any of them! They are there for you to choose from and to help spark your own ideas.

Remember the questions you ask should relate to the person's ability to perform the inherent requirements of the role. These should be a common group of questions that are asked of all applicants so you are able to assess them against each other based on the same set of questions.

Introductory questions about the applicant and why they applied

- What makes you awesome?
- Tell me something interesting about yourself.
- How would others describe you?
- What was it about the role that attracted you to apply?
- Tell me why you would be good for this role?
- What are your strengths that would help with this role?
- What skills do you possess that make you right for this job?
- How do you think you can make a contribution to my life in this role?

Questions about taking initiative and solving problems

- Have you ever had to do something completely different from what was planned, improvise or think on your feet to solve a problem?
- So we're at home and I need to rest. How would you approach the time that you have?
- Give me an example of where you have taken initiative in your work or personal life.
- Give me an example of a time you were forced to problem solve or take control of a situation under stressful circumstances.
- <Insert a serious situation or common problem you have faced>- What would you do in this situation?



Learning more about the applicant, in relation to their work preferences and experience

- If you had the choice what would be the ideal job for you?
- Tell me about the best job you've had up until now?
- Please tell us one of your greatest accomplishments in a job or somewhere you volunteered, voluntary or other part of your life.
- What kind of skills do you want to develop?
- What do you need to be at your best and work to your best ability?
- With previous roles what has been most challenging for you?
- What do you think makes for a good boss?
- What are your plans in terms of your future work/career
- What would your references say about you and the way you are dedication to a role?
- Are there any times in the week that you wouldn't be available to work?

Learning more about the applicant, what motivates them and their qualities

- What qualities do you respect in other people?
- Both of us are likely to have bad days where we're not feeling that great about something. What do you think will be most important to consider here?
- Has there been a time in your life, when you found yourself acting as a role model to others? What was that like? What did it involve?
- On a scale of 1 to 10 where would you put your punctuality?
- On a scale of 1 to 10 how much do you like being/working alone?
- On a scale of 1 to 10 how well do you like being/working in a team?
- Are you a more people focussed or task focussed person?
- What gets you frustrated the most?
- How do you usually celebrate your successes?
- Have you ever seen injustice in action?



Ability to reflect and change behaviour

- Think of a good decision you made and a decision that wasn't good. What did you do differently in making these decisions? And, in hindsight, would you have done anything differently?
- What if I ask you to do something, and you think there is another way to do it that you think is better. What would you do?
- How would you react if you have done something and I want it done again in another way?
- On a scale of 1 to 10 how open are you to re-learning?

Asking about particular skills you want

- How do you rate your relevant skills? Can you give me an example of how you do this well?
- I really want to learn to do (insert relevant thing) by myself. How would you support me learn?

Questions about relationship-building skills or community development skills

- Could you tell us about a time in your life, either your working or personal life, when you have had a breakthrough in communication with someone. Tell me about the flipside: A time when communication broke down and your reflections on this.
- You may be with me when I am with friends. What do you think will be important in the way you provide support?
- What do you think it takes to develop good relationships?
- Have you ever had a situation where you needed to 'break into' a new group or new experience, or you helped a friend do this?
- Name three contributions you think families can make to the life of their family member with disability
- How do you like to encourage ideas in others?
- If, for example, I love the water (or insert relevant interest or hobby)... Beyond time spent with you enjoying this, could you give me some examples of other community opportunities, roles and activities I could get involved in.
(If OK response), follow up with the applicant about how they might do it.
- Scenario: Jean likes to meet and spend time with a lot of people during his week. One day you are checking-in on how he is doing at his job at Bunnings. Part of your role is to think about Jean's relationships, so you are always on the look-out. You have noticed 2 staff seem to take a keen interest in talking with him. Jean's worker have confirmed that they are always wanting to chat with him and work near him.
What are some ideas you have about helping Jean develop his relationships?



Worker role and safety

- If you saw another worker doing something you are not comfortable with – what would you do?
- After working with someone for some time you notice that the house seems a bit more run down, the person you support may not look so well and you're feeling a little concerned about them? What would you do?

Questions for a team leader style role

- How would you plan to lead a team who may know me better than you?
- Tell us some team development ideas and skills you have – how would you develop team vision, engagement and excitement?
- Can you give us some ideas of how you would respond in this situation:

Jean's family has said they need to be informed if he hasn't slept well for 2 days. A support worker writes it in the communication book on the 3rd day but hasn't called you or Jean's family. Can you tell us what you would do in this situation.

- Has there been a time in your life, when you found yourself acting as a role model to others? What was that like? What did it involve?

If the applicant has had previous experience

- How would you describe your approach to support work?
- Tell us about some of the work you have done
- Tell us about the thing you are most proud of in your previous work
- (If they have worked for services) Tell us about a time when you had to be flexible, and adjust to the needs of the person or their family
- Tell me about your worst shift and how you handled it
- How do you think this job would be like that job and how would it be different?
- What did you like most and least about that job?
- On a scale of 1 to 10 how open are you to re-learning?