

Example interview questions - Participant

Behavioural question example

This example is based on interviewing for an advanced support work type of role. It is assessing the capability 'Support me to make my own choices':

*"Tell me about a time when a participant you worked with wanted to undertake an activity you thought was risky (**situation**). What did you do in that situation? (**action**) What happened? (**result**)"*

Here are some examples of possible responses and the scores you might give them:

- The candidate says they assessed the situation as too risky and told the participant that they should not do the activity.
Unsatisfactory
- The candidate says they acknowledged the participant had the right to undertake the activity and helped them as requested.
Good
- The candidate said that they acknowledged the participant had the right to undertake the activity and worked with them to make sure they understood the risks and had a plan for managing them before proceeding.
Very good

Backup question: You might have a backup question that assesses 'Build my capacity to participate' which is also from the 'Support me' objective in the Framework.

"Give me an example of when you worked with a participant to overcome a challenge in their life. What did you do to try and help them through it? What was the result? "

Scenario question example

This example is based on interviewing for a general support work type of role. It is assessing the capability 'Support me to speak up':

"How would you build my confidence to speak up about how I want to be supported?"

Here are some examples of possible responses and the scores you might give them:

- The candidate says they would work out what you need and speak for you.
Unsatisfactory
- The candidate says they would talk with you about what you want and then help you to voice your opinion in the appropriate manner.
Good
- The candidate says that they would talk with you about what you wanted, then help you to voice your opinion in the appropriate manner on any immediate issues, and work with you to think through other situations where you want to express your preferences and set up opportunities to practice and build your experience and confidence.
Very good