

Types of Interview Questions

Type of Interview Question	Definition	Example(s)
Opinion	Provides insight into the candidate's thinking and self-awareness. The questions try to uncover the candidates' views of children and families and their values as they relate to working with children and families.	<ul style="list-style-type: none"> • Could you briefly describe why you want to be a caseworker?
Past Behaviors or Behavioral Questions	<p>Based on the theory that past behavior in actual past situations predicts future behavior on the job.</p> <p>Assumes that people are telling the truth – they may present themselves in the best light, but it's difficult to fabricate, especially if you ask the candidate to "tell a story" and then follow up with probes such as "what did you learn?", "what would you do differently?" and so on.</p> <p>Be sure to ask questions that screen for the same competency across different situations.</p>	<ul style="list-style-type: none"> • Describe a time when you were uncomfortable with a course of action or decision that you had made.
Situational	<p>Elicit evidence of the candidates' analytical ability, thinking process, and judgment.</p> <p>Questions that focus on behavior in hypothetical situations measure intentions and hence, are a good indicator of future job performance (Lock & Latham, 1990; McDaniel et al, 1994).</p> <p>The assumption is that applicants who describe how they would deal with a hypothetical situation will actually try to perform these actions when the situation really occurs because they will have the skills to do it.</p>	<ul style="list-style-type: none"> • Assume you are a caseworker and you're making a home visit. You knock repeatedly on the door of the house, but no one responds. Inside you can hear a baby crying. What do you do? • You're visiting a family in their home. The daughter who's 15 years old is sarcastic and defiant and insults her mother. The father loses his temper and slaps her. What do you do?