

Staff Interview Questions

When interviewing prospective colleagues, it is most revealing to learn about their actual behaviors and experiences rather than ask their opinions regarding what they might do in the future. Even first-year teaching candidates can address these questions based on their experiences as student teachers, classroom students, employees, or community volunteers. Effective interview questions for staff include the following.

- Please tell us about a time when you learned about some research that challenged what you were certain you already knew. What was the subject? Did you find the research persuasive? How did you respond to this information?
- Please tell us about a time when you noticed some unexpected results by a student or group of students. How did you learn about these results? Why were they unexpected? How did you respond to this information?
- Please share something you learned from a colleague that led you to change your professional practice. What exactly did you learn? What changes did you make?
- What results are most important to you? How do you measure those results? Are there any other results indicators you would consider that might confirm or challenge your own results assessment?
- Please share an example of a time when you observed a colleague working with students. What did you notice? Are there practices you especially would like to emulate? Are there practices you would like to avoid?