

Possible Interview Questions

Professional/Personal

1. Tell me about yourself
2. What are your personal strengths and weaknesses? How do they influence your work? What have you done to deal with your shortcomings?
3. What are some areas that you would like to improve during your internship year?
4. What are your career and long-term goals?
5. What is your ideal job in the future? Where do you see yourself in 5 years, 10 years, etc.?
6. Tell me about something that has happened to you recently or a situation you were in that would give us a good understanding of who you are as a person
7. When you think about your upcoming internship, what is one of your greatest concerns or fears regarding the experience?
8. It seems as though you are very research-oriented, why would you want a more clinically relevant experience?
9. What do you do in your spare time? What are your personal relaxation interests?
10. Why did you choose your training program?
11. Why should we accept you over other equally qualified candidates?
12. What is your favorite book?
13. What is your favorite movie?
14. What is your worldview?
15. What do you hope to gain from internship?
16. How did you become interested in psychology?
17. How did you become interested in (specific interest area)?
18. What would you be doing if you were not in psychology?
19. When you find yourself in a stressful or challenging situation, can people tell that you are stressed? And how do you handle that?
20. What other professional interests do you have?

Research

21. What is your dissertation topic?
22. How is your research progressing?
23. What are the implications of your research?
24. Describe your methodology and anticipated results
25. What is the clinical relevance of your research?
26. Tell me about your Master's thesis
27. Tell me about... poster presentations, papers, publications... (anything listed on CV)

Assessment

28. Tell me about an instrument with which you feel competent
29. What is your opinion of projective testing?
30. What Rorschach scoring system do you use? Why?
31. What is your opinion of the MMPI-2?
32. What further assessment training or experiences do you need?
33. Fixed or flexible battery?
34. What type of tasks/instruments do you choose?

Treatment

35. What is your greatest strength as a therapist?
36. What type of client is most difficult to work with? What types of feelings do you have toward such cases? How do these feelings interfere with treatment?
37. How do you see yourself as a therapist?

38. What challenges do you expect to face as a therapist?
39. What is your experience with family/group/inpatient/child/adolescent/geriatric/etc. treatment?
40. What was your most challenging case?
41. What type of client do you work best with?
42. What further therapy training or experience do you need?

Other

43. What else would you like me to know about you that isn't apparent from your CV?
44. What is the 1 question that you would like me to ask you?
45. When you interact or work in a group, what role do you normally take on in the group? How are you to work with as a staff person in a group setting?
46. What do you think of multidisciplinary teams?
47. Is there anything that I should have asked that I have not asked? Is there anything else that you would for me to know about you?
48. After this interview is finished and you are gone, what is one thing that you would like me to remember about you?
49. If you could only pick 3 (or 4) psychology books to have on your shelf, what would they be?
50. What theorist most influenced your work?
51. What is the role of psychology in society?
 - Internship Goals
52. What are your goals for internship?
53. What are you looking for in an internship?
54. What kind of training experiences do you need to round out your clinical experience?
55. What kinds of skills/experiences would you like to leave this agency with?

Supervision

56. What sort of supervisors (or kind of supervision) have you had?
57. What were the orientations of the supervisors you've had in the past?
58. What type of supervision is best for you?
59. Describe the best and worst supervision you've received
60. What do you like and dislike in supervision
61. What was the most difficult experience for you in supervision? What was helpful? What did you learn about yourself?
62. What is your style of providing supervision?
63. What have you learned about yourself in supervision?
64. We see that you haven't had extensive experience providing supervision, do you see this as a roadblock or advantage?
65. What are you looking for in supervision? What would you like to get out of supervision?
66. What do you need in supervision now for your theoretical development?
67. Describe a time when you had conflict with a supervisor.

Theoretical Orientation

68. What is your theoretical orientation or counseling style?
69. What do you think of _____ approach (e.g., psychodynamic, interpersonal, systems)?
70. What type of therapist are you?
71. How do you see the process of therapy?
72. What is your group experience and your theoretical orientation in group?
73. What is your experience with time-limited therapy?
74. What are your feelings about time-limited therapy?

Clinical Work & Clients

75. Describe your professional experience and types of clients you have worked with
76. What are your strengths as a clinician and what do you perceive as your growing edges or weaknesses?
77. What is your professional growing edge? How does that affect your therapy?
78. What clients do you enjoy the most and the least? Why?
79. What clients do you work best and least well with? Why?
80. What clients are hardest for you? What types of clients do you work well with?
81. What about clinical work do you enjoy most/least?
82. Tell me about a difficult client and how you handled working with him or her
83. Tell me about one of your most challenging cases
84. Describe a case that went well
85. Talk about a therapy case that you had. How did you conceptualize the case? What was most effective? Or describe a client you worked with and your theoretical orientation in conjunction with this case
86. Tell me about a time during your clinical experience when you felt that boundaries had been crossed. How did you handle it?
87. Would you ever consider engaging outside family or friends in individual therapy? And how would you go about making that decision?
88. Describe a critical incident which influenced you during your training? Why was that incident critical and how did it influence you?
89. What impact does your person have in therapy, or in what ways do you use your person in therapy?
90. Describe a situation where you experienced countertransference. How did this affect therapy? What did you do?

Clinical Interest Areas

91. What are your clinical interest areas?
92. Outreach and consultation, group, career?

Diversity

93. What multicultural or diverse populations have you worked with?
94. What are your strengths and weaknesses in working with minorities?
95. What variables/issues are of concern to you in working with specific populations?
 - Rural populations, clients who are racist or sexist
96. What reading didactic experiences influence the way you think about these populations?
97. How do you feel about working with clients of diverse backgrounds?
98. Explain a case with a diverse client
99. How does being a White female therapist affect your therapy?
100. Describe a case where culture was important

Ethics

101. Describe an ethical dilemma and how you handled it
102. Discuss a dilemma concerning confidentiality
103. Discuss a dilemma concerning mandated reporting
104. Discuss a dilemma concerning _____

Site-specific

105. Why are you interested in our site? What drew you to our program?
106. Why are you applying to this particular internship?
107. Why do you want to work at a hospital [or whatever type of site you are applying to]?
108. What do you see as the role of the counseling center in a university?
109. What do you see as the role of a psychologist in the hospital/medical center setting?

110. Tell me about your interest in this geographical area. Why would you want to move to this location?
111. What do you have to contribute to us?
112. What can we do to make you want to come here?
113. How do you see us fitting your goals?
114. Why do you think you are a “fit” for our site?
115. Which of your interest areas are (not) addressed by our program?
116. Where else have you applied and attracted you to these places? [you do not have to name specific sites; instead give a more general answer]
117. What attracts you most to our internship?
118. What worries you about coming to this site?
119. What might you not get at this site that you want?
120. How could this site disappoint you next year?
121. What kinds of experiences would you like to leave this agency with?
122. What do you think of the program not that you’ve heard more about it?
123. What have you heard about this site?

Questions Asked During Predoctoral Internship

1. How do your school psychology skills transfer into a more clinical psychology setting?
2. How would approach systems change and alternative assessment?
3. What are your clinical strengths/weaknesses?
4. What skills do you bring to the internship?
5. What qualities are characteristic of a good psychologist (or supervisor)?
6. What is the role of the psychologist in a team?
7. Describe your cultural awareness and any experience in working with diverse populations.
8. What research do you want to pursue during internship?
9. Describe an ethical dilemma you encountered and how you handled it.
10. How will the site further your training?
11. How do you see the site fitting with your goals?
12. What are your personal strengths and weaknesses?
13. Describe previous clinical training experiences (specifically treatment and assessment)?
14. What styles of supervision do I like/dislike?
15. Why I applied to specific site & why I am a good fit for that site
16. Future career goals?
17. Status of dissertation
18. Research interests - did I want to do research while on internship
19. Provide an example of a conflict I had with a supervisor & how I resolved it
20. Goals for internship - what experiences did I want to get
21. Recent book I read
22. What do I do in my free time
23. What treatment programs have I used in practice - what do I think of those programs
24. Strength & weakness of my training thus far
25. Specific questions about research from my vita
26. Tell me about a case that was difficult for you, why it was difficult, and how you managed the challenge.
27. What do you want to do post-internship? (A lot of the school-based ones asked this as they specifically said they are looking for people who want to work in the schools).
28. Tell us about your practicum experiences.
29. What specific populations do you want to work with?
30. What instruments are you familiar with?
31. Tell us about a challenging (consultation/assessment/intervention) experience.
32. Describe an individual therapy case
33. Describe a time you had a conflict with your supervisor and how you worked it out
34. Describe an ethical dilemma and how you resolved it
35. What has been your most challenging case and why
36. What are your career goals and how do you see your internship helping you accomplish this goal?
37. How do you envision your role as a psychologist?
38. How would your colleagues describe you?
39. What would you like to improve in your professional role as a psychologist?

HARDER INTERVIEW QUESTIONS

1. Give me a specific example of something you did that helped build enthusiasm in others.
2. Tell me about a difficult situation when it was desirable for you to keep a positive attitude. What did you do?
3. Give me an example of a time you had to make an important decision. How did you make the decision? How did it affect you today?
4. Give me an example of a time you had to persuade other people to take action. Were you successful?
5. Tell me about a time when you had to deal with a difficult person. How did you handle the situation?
6. Tell me about a time that you had to handle multiple responsibilities. How did you organize the work you needed to do?
7. Of all your roommates you've had during school, who was the toughest to live with? What did you do to make the situation better?
8. Tell me about a decision you made and how it affects you today.
9. What is it you wish you would have known about the day-to-day responsibilities of your last job or the long-term plans of your previous employer?
10. What are your weaknesses? What would you like to be better at?
11. Tell me about a time when you had to make a decision, but didn't have all the information you needed.
12. What suggestions do you have for our organization?
13. What is the biggest mistake you've made?
14. Was there anything today that you were afraid I was going to ask you? Why did it make you uncomfortable?



SCHOOL PSYCHOLOGY SPECIFIC INTERVIEW QUESTIONS

1. Why do you want to be a School Psychologist?
2. What is your philosophy of education?
3. With what kind of student do you most (least) like to work?
4. Describe your consultation style.
5. Would you like to be involved in school (community) activities?
6. What do you plan to be doing in five years? What are your career goals?
7. Describe your internship experience.
8. What was your biggest problem in your internship? How did you resolve it?
9. What three words would your students use to describe you?
10. How do you individualize your consultation / counseling?
11. How many cases did you handle during your internship?
12. What kind of cases did you encounter in your internship?
13. How knowledgeable are you in respects to IDEIA, No Child Left Behind, and Section 504?
14. What grade level to you prefer? Why?
15. Why do you want to work in our district?
16. What do you know about our school district?
17. Why should our school district hire you?
18. What do you expect from your supervisor?
19. Describe your typical day as a School Psychology Intern?
20. How do you plan on juggling the demands of our district?
21. How do you plan on working with teachers, administrators, and parents of a school when you are only there twice a month?
22. What is your opinion on identification of students with a Learning Disability? Do you prefer a discrepancy model or a response to intervention model for identification?



QUESTIONS FOR YOU TO ASK

1. What is the student / teacher ratio?
2. What is the caseload per psychologist?
3. How many schools will I be in charge of?
4. Tell me about the students who attend this school.
5. What support staff members are available to help students, teachers, and parents?
6. Will I be considered under the teacher's contract or the administrator's contract?
7. How large is the school psychology department?
8. What is the chain of command in your district, and where do school psychologists fit?
9. How do administrators and teachers feel about new staff?
10. What discipline procedures does the district use?
11. Do parents support the schools?
12. Does the community support the schools?
13. What allowances are provided for supplies and materials?
14. What testing equipment will be provided?
15. What continuing education options does your district offer for School Psychologists and teachers?
16. What advancement options are available to me as a School Psychologist?
17. What are prospects for future growth in this community and its schools?
18. What would a typical day look like for a School Psychologist in your school district?



TOPICS FOR SCHOOL PSYCHOLOGISTS

IDEIA (Individuals with Disabilities Education Improvement Act of 2004)
No Child Left Behind (Reauthorization of Elementary and Secondary Education
Act – ESEA)

Section 504

Student Consultation

Parent Consultation

Staff Consultation

Crisis Intervention

Functional Behavioral Assessment

Academic Interventions

Behavioral Interventions

Social Skills Training

Anger Management

Individual Group Counseling

Group Counseling

Curriculum Based Assessment

Intervention Assistance Teams

High Incidence Disabilities

Low Incidence Disabilities

English as a Second Language

Referral to Human Services

Stress Relief

Suicide Ideation

Suicide Attempts

Death Adjustment Issues

Manifestation Determination

Phonics Approach to Reading

Whole Language Approach to Reading

Reading Recovery Program

Extended School Year

Hearing Impaired

Visual Impaired

Substantially Limiting

Peer Counseling

Response to Intervention (RTI)

Discrepancy Model for Learning Disability Identification

ADHD – diagnosis and interventions

Bipolar Disorder

Autism Spectrum Disorders