

## SAMPLE SOCIAL WORK-RELATED INTERVIEW QUESTIONS

1. What are your social work career goals?
2. What led you to apply for this job? What interests you in working for XYZ agency? What interests you about working with the XYZ population?
3. In your opinion, what qualities/abilities/competencies are important for a social worker to have for this position?
4. What strengths do you feel you would bring to this position?
5. What weakness do you feel you need to work on?
6. What changes would you make to society, if you were able?
7. What is your definition of "helping"?
8. How and when do you prefer to use supervision? What type of supervision do you prefer?
9. Describe your experience in working with or facilitating groups?
10. Social work can be extremely stressful. How do you deal with stress on the job and how do you seek balance in your life? Please give us specific examples.
11. What do you see as the advantages/disadvantages of this field?
12. Which treatment modality do you prefer? Why? How have you used it in the past?
13. What are some of your most significant accomplishments?
14. Could you describe your volunteer work? Why did you choose to volunteer there?
15. Here is a case example for you to read. Could you walk me through the assessment, planning, implementation and evaluation process?
16. What aspect of your last job (or this job) did you like best/least?
17. Why did you leave ABC agency?
18. What population do you find most difficult to work with?
19. Describe your style of counseling?

20. What did you learn from your internships that were valuable; how do you plan to use that information in the future? Is there anything you did in your placements that you are particularly proud?
21. How do you handle a crisis? Describe a time when you were called upon to do so? Walk us through a previous case you worked on.
22. Do you prefer to function independently or as part of a team? Describe a situation where you have experienced both? Can you give us an example of a multidisciplinary team experience?
23. Tell me about a case you worked on where you felt you were particularly effective.  
Tell me about the toughest case you ever worked on.
24. If we could take a poll of clients you have worked with, how would they describe you?
25. Where do you see yourself in five years?
26. Can you describe for me a time when you were involved in long range planning and what the results were?
27. Can you describe any experience you have had with budget development or with operating a program within the guidelines of a budget?
28. Can you give us an example of when you have been involved with program planning? (Or needs evaluation, or grant writing, or conducting focus groups or volunteer training)
29. What types of clients do you find challenging to work with? What are your thoughts on why that might be?
30. What is it about supervisors, clients and co-workers that can frustrate you? How do you handle your frustrations?
31. What do you do when you are faced with an ethical conflict? Have you experienced this in your work? What can you tell me about how you handled this?
32. Tell us about a time when you had a difference of opinion with another team member and how you handled it. Tell us about a time when you had a conflict with a supervisor/client and how you handled it.
33. Tell us about a time when you demonstrated initiative and leadership.
34. At this point, what is your level of interest in the job? What is your availability? What questions can I answer for you?