

Five Questions to Ask...



Applicants:

1. Why are you interested in a position working with children (or vulnerable adults)?
2. Tell me about a time at work when you were supposed to follow a policy that you thought was dumb.
3. Tell me about a time when you saw or suspected a co-worker was breaking the rules.
4. Do you think the best way to influence children is to get down on their level? Do you believe the best way to care for vulnerable adults is to treat them like children?
5. Have you ever been accused or convicted of abusing a child (or vulnerable adult)?

There's More...

Contact Praesidium to learn about how to interpret candidates' and references' responses to these important questions or to schedule an on-site screening and selection training workshop for your staff.

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References:

1. What is your relationship to the applicant?
2. How long have you known the applicant?
3. On a 5-point scale (from Below Satisfactory to Above Satisfactory), rate the applicant's ability to:
 - a. Work appropriately with children (or vulnerable adults)
 - b. Be patient and stay calm in stressful situations
 - c. Relate to other adults
 - d. Follow the rules at work
 - e. Maintain appropriate boundaries with children (or vulnerable adults)
4. Has this person ever (answer Yes, No, Don't Know)
 - a. Used harsh or abusive discipline with a child (or vulnerable adult)
 - b. Attempted, been accused of, or been convicted of sexual behavior with a minor (or vulnerable adult)
 - c. Abused alcohol or used illegal substances
 - d. Been involved in the sale, production, or distribution of pornography
 - e. Had a restraining order or injunction as a result of allegations of any kind of abuse
 - f. Had his/her parental rights restricted, suspended, or terminated
5. Would you feel comfortable placing your own child (or vulnerable adult family member) in the care of this applicant?