



Engagement. Voice. Success.



2018-2019 Promise Fellow Host Site Interview Questions Template

Name of Applicant: _____

Date: _____

Key talking Points

- Brief intro to your site
- Review your specific timeline and discuss Alliance's enrollment deadlines/start dates
- Ongoing, extensive support and training provided by Host Site and Alliance
- Promise Fellows may NOT be in school full-time or have another full-time position and serve with the Alliance; Promise Fellows serve in a full time capacity for a minimum of 40 hours per week during their term of service

Interview Scoring

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|---|-----------------------|------------------------------------------------------------------------------------|
| 4 | Excellent | Answers with great detail and gives an excellent example relevant to this position |
| 3 | Good | Answers with some detail and provides an example with adequate relevance |
| 2 | Acceptable | Gives an adequate answer with some relevant experience |
| 1 | Poor | Answer is vague without a concrete example |
| 0 | Did Not Answer | Answer has no relevant connection or Answer provided raises red flags |

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| <p>Tell us why you are interested in this position.</p> <ul style="list-style-type: none"> • General background on candidate • Demonstrates overall interest in the work and position | |
| <p>Describe your experience working with youth – either through volunteer or paid experience. If no experience working with youth, why are you interested in this type of work?</p> <ul style="list-style-type: none"> • Experience working collaboratively with youth and adults; views youth & adults as equal contributors • Commitment to positive youth development & education/developing relationships | |
| <p>The Promise Fellow Model uses 3 key strategies to support students: Connecting them with Caring Adults, service and service learning, and out of school supports. (PROMPT: Discuss how these interventions function at specific site). Tell us about your experience with any of these types of interventions/work with youth. Which of these is the most compelling to you? If no experience, why does this sound appealing to you?</p> <ul style="list-style-type: none"> • Demonstrates level of experience or interest with essential elements of the position | |
| <p><i>(PROMPT: The Promise Fellow position requires data collection, analysis, and entry throughout the term of service. Talk about the support provided to the Promise Fellow to collect/analyze data).</i> What type of support do you think you will need in order to fulfill this requirement?</p> <ul style="list-style-type: none"> • Demonstrates experience working with computers or a confidence in learning • Accurately anticipates what support is needed to be successful | |
| <p>Promise Fellows are often called on to be members and contribute to various teams and groups. When you are part of a team that is working exceptionally well, what do you think the reasons are for its success? What is often your role on a team?</p> <ul style="list-style-type: none"> • Demonstrates awareness of self in relation to others • Can articulate role and perspective | |

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| <p>Thinking back to your past work/volunteer/leadership experiences, describe a challenge you faced and how you worked through it.</p> <ul style="list-style-type: none"> • Demonstrates ability to problem solve with creativity • Describes challenge from a positive perspective with details about outcomes | |
| <p>Describe a time when you have taken initiative to get a job done. What did you do and how did it turn out?</p> <ul style="list-style-type: none"> • Self-motivated, able to work independently, shows strong organizational skills • Has initiative to see and follow through with the “next steps” to be taken | |
| <p><i>(PROMPT: Supervisor explains structure of the site, daily Promise Fellow activities, hours/schedule, expectations, etc.)</i></p> <p>1. Knowing a bit more about the role, what most excites you about the Promise Fellow position?</p> <p>2. On the other end, what do you feel would be the most challenging/difficult aspects of the Promise Fellow program?</p> | <p>No Score</p> |
| <p>Is there any other information you think we should know about you?</p> <p>List questions they asked:</p> | <p>No Score</p> |
| <p>TOTAL SCORE: Highest possible is 28 (passing is 15)</p> | |

Reviewer Initials _____