

KID CONNECTS MENTAL HEALTH CONSULTANT

Interview Questions, Part 1

Please take notes on the candidate's responses, and then rate each question based on the following scale:

- 1** = Excellent answer; almost every item covered and a good fit
- 2** = Strong answer; may be some questions left or some things that didn't fit
- 3** = Elements of question answered but off the mark for what was looked for, or many things not quite a good fit
- 4** = Poor answer; did not have any suitable response

1. Tell us a little about your previous experience that would have the most relevance for this job—providing early childhood mental health consultation in a child care setting.

2. Engaging or entering into relationships with different individuals or groups requires finesse. What skills or attributes will you use to form these relationships?

3. How do you see yourself working in a classroom setting?

4. Tell us about specific experiences you have had being part of a new program. What was the program, what was that experience like, and how did it turn out?

5. Have you had any experience with research, program evaluation, or data collection? What are the most important aspects of this to you?
6. Our setting serves children and families where there is a wide diversity in terms of culture and class. Can you tell us about your personal or professional experiences that inform your culturally competent practice?
7. What has been your experience with supervision, and how do you see yourself using it?

Case Scenarios

Upon arriving at a center one day, you are abruptly informed that two parents are considering removing their toddlers from the center because another child has been biting them. The center director believes that her only option is to try to have the parent of the child doing the biting find a smaller setting. Comment on how you'd intervene.

Listen for:

- ☐ Slowing down
- ☐ Reflection and suspending instant hypothesis
- ☐ Responsiveness to concern
- ☐ Holding the various experiences in mind when learning about the problem
- ☐ Developmental considerations and thinking; knowledge of norms
- ☐ Problem solving (do observations, get supervision, etc.)
- ☐ Comments on one's own process

The staff at the center approach you with concerns about a four-month-old who cries all day, is difficult to soothe, and has significant feeding problems. The infant's father, a single dad, told teachers that he was having similar problems with the infant at home, but he seemed guarded and defensive when the teachers suggested that he talk with you, the center's consultant. Comment on how you would begin your intervention.

Listen for:

- ☐ Slowing down
- ☐ Reflection and suspending instant hypothesis
- ☐ Responsiveness to concern
- ☐ Holding both dad and baby's experiences in mind when learning about the problem
- ☐ Developmental considerations
- ☐ Problem solving (do observations, get supervision, etc.)
- ☐ Comment's on one's own process

Imagine yourself as consultant in a center where, on the one hand, the teachers have lists of "problem children" for you to "fix," and on the other hand, they seem reluctant to try any suggestions or even explore their concerns. Please share your thoughts on how you would handle this dilemma.

Listen for:

- ☐ Slowing down
- ☐ Reflection and suspending instant hypothesis
- ☐ Responsiveness to the concern (i.e., how to deal with urgent needs)
- ☐ Concern about the partnerships
- ☐ Problem solving for program needs
- ☐ Use of supervision
- ☐ Comments on one's own process

Interview Questions, Part 2

8. Sometimes this work can feel isolating, as you are working independently at the center, or you may at times feel discouraged. What support might you need in order to deal with this?

9. What do you think would be the most rewarding aspects of this job?

10. Tell us a little bit about your interests—what you like to do in your free time?

11. Anything else you'd like us to know?