



SAMPLE INTERVIEW QUESTIONS BY CATEGORY

Interest and Preparation

- Tell me what you know about our center?
- Could you tell me why you are interested in this position?

Self-Awareness

- What three words would you use to describe your personality?
- How does your personality affect the way you work with young children?
- In your opinion, what makes a successful early education or childcare program?
- What makes you the perfect candidate for this position?
- What job and/or life experiences do you think will be most helpful in this position?

Accomplishments

- What would you consider to be your biggest contribution at your current (or previous) job?
- What are some of the things on your job you feel you have done particularly well or in which you have achieved the greatest success? Why do you feel this way?

Philosophy

- Tell us your philosophy for early childhood education. What influenced you in developing this philosophy?
- How would you describe your teaching style?
- How important is parent involvement to your success as a teacher?
- Describe what you would consider to be the 'perfect parent' in your classroom.
- What do you feel is important in dealing with parents?

Knowledge And Skills

- Describe a typically developing 6 month old/1 year old/5 year old etc.
- What does a top-quality ECE classroom look like?
- What skills, talents and abilities will you bring to this program?
- What qualities do you feel are most important in a successful teacher/after-school worker/caregiver etc.?



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Motivation

- Of your past jobs, which did you like the most? The least? And why?
- What's the most interesting job you've ever had? Why?

Ability To Handle Stress

- Tell us about a stressful work experience you've had. What happened and how did you handled it.
- What are some of the problems you encounter in doing your job? Which one frustrates you the most? What do you usually do about it?
- Describe a recent situation where you had to solve a problem concerning a parent or a co-worker who was upset with a particular situation. How did you handle it? What was the end result?
- Describe a difficult obstacle you have had to overcome. Discuss how you handled it and how you feel this experience affected your personality or abilities.

Creativity/Problem-solving

- What was your most difficult decision in the last six months? What made it difficult?
- The last time you did not know what decision to make, what did you do?
- How do you define creativity? In what ways do you think you are a creative person?
- Describe a situation where you came up with a creative solution to a problem.

Communication And Interpersonal Skills

- What kinds of people do you enjoy working with? What kinds of people frustrate you?
- How would you handle or deal with people who are difficult to work with, but are critical to the center/classroom etc?
- Tell us about a time when you were asked to do something you disagreed with.
- What does the term "diversity" mean to you? Tell us about an experience you have had in the workplace that included issues of diversity.

Personal/Professional Development

- What in your last review did your supervisor suggest needed improvement? What have you done about it?
- Think of someone in your life that has been a mentor/coach to you. Describe the behaviors that made the greatest positive impact on you.



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Scenarios

- Two 3 year-olds are arguing over who had the truck first, there is no hitting yet – just loud arguing....What would you do?
- A 5 year old and a 7 year old are playing a board game. The 7 year old punches the 5 year old. You did not see what happened before the punch. What action would you take?
- A 10 year old seems withdrawn and moody; she is not playing with her best friend and acts very distant...How might you handle this situation?
- A parent corners you in the hallway. He appears quite angry and berates you for allowing his son's new jacket to get muddy during outside play time...How would you respond?