

# Interview TIPS

It's important to focus and take an interest in someone's life. People want to be truly heard and appreciated.

## CURIOSITY

- Always have a follow-up question to move someone from the general to the specific.
- Keep peeling away the layers to get to the good stuff.

## STORIES

- Peel away layers to get to a story you've never heard.
- Try to find the *why* behind emotions felt, actions taken, reactions had.

## DEPTH

- Use broad questions to start until you find a "starting point" of interest to dig deeper.
- Go beyond opinions and philosophies.

## SETTING

- Quiet space, free from distractions
- Comfortable
- One-on-one
- No friends or family, just the interviewee

# Be Ready To...

LISTEN



Eye Contact  
Check for  
Understanding

SPEND TIME



Be Patient.  
Don't Rush!

THINK



Be Ready to  
Engage and  
Respond.



# Broad Question

WHAT IS YOUR BEST  
PIECE OF ADVICE?

## Response

"ALWAYS TRY YOUR BEST."

## Follow-Up

"TELL ME ABOUT A TIME YOU  
DIDN'T TRY YOUR BEST."

HOW DID THAT  
MAKE YOU FEEL  
IN THAT  
MOMENT?



WHAT DID  
YOU DO AFTER  
THAT?



WHERE DO YOU  
THINK THOSE  
THOUGHTS  
CAME FROM?



**Broad Question:** What is your happiest or saddest (or choose a different emotion) memory?

**Suggested Follow-Up:**

- Why do you think you felt happy or sad in that moment?
- What thoughts were going through your brain?

**Broad Question:** What do you remember most about your childhood?

**Suggested Follow-Up:**

- When do you feel most like a child?
- If you could go back to one moment from your childhood, which one would you choose and why?



**Broad Question:** Tell me about your proudest or most embarrassing moment.

**Suggested Follow-Up:**

- What was going through your head right in that moment?
- What did you do next?
- Why do you think you felt this way?



**Broad Question:** What do you fear the most right now?

**Suggested Follow-Up:**

- Where do you think this feeling comes from?
- Tell me about when you started feeling this way.

**Broad Question:** Which family member(s) do you admire the most?

**Suggested Follow-Up:**

- Tell me about a time when you didn't admire this person.
- Tell me about a time when you felt closest to this person.

**Broad Question:** Who do you take care of?

**Suggested Follow-Up:**

- Tell me about a time when you took someone's care for granted.
- Tell me about a time when you supported someone unconditionally.

**Broad Question:** Give one piece of advice to live by.

**Suggested Follow-Up:**

- Tell me about a time when you didn't \_\_\_\_\_.

**Broad Question:** What do you believe to be true?

**Suggested Follow-Up:**

- Tell me about a time when you lived your truth.
- Tell me about a time that made you question this belief.



**Broad Question:** What is your biggest goal for the future?

**Suggested Follow-Up:**

- Tell me about a time when you doubted you would achieve this goal.
- Tell me what is most holding you back from achieving this goal.

**Broad Question:** What goals do others have for you?

**Suggested Follow-Up:**

- Are these goals easy or hard to live with? Why?



**Broad Question:** What would others say are your greatest strengths or weaknesses?

**Suggested Follow-Up:**

- Tell me about a time when you felt the strongest or the weakest?