

# Parent Educator Interview Questions

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| APPLICANT'S NAME: _____                                                                                                                                                                                                                                                          | INTERVIEWER'S NAME: _____                                                                                                                                                                     | DATE: _____ |   |   |            |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|---|---|------------|
| QUESTION                                                                                                                                                                                                                                                                         | RATE EACH ANSWER 1-5 (5 BEING THE BEST SCORE FOR AN IN-DEPTH, INFORMATIVE RESPONSE)                                                                                                           |             |   |   |            |
| GENERAL INFORMATION                                                                                                                                                                                                                                                              | NOTES / COMMENTS                                                                                                                                                                              |             |   |   |            |
| Please share information about yourself, including your education and past work experience.                                                                                                                                                                                      | 5                                                                                                                                                                                             | 4           | 3 | 2 | 1          |
| What is a strength or characteristic that you feel defines who you are?                                                                                                                                                                                                          | 5                                                                                                                                                                                             | 4           | 3 | 2 | 1          |
| Give us an example of a time when you needed to set boundaries with someone. Explain what that process looked like.                                                                                                                                                              | 5                                                                                                                                                                                             | 4           | 3 | 2 | 1          |
| PARENT EDUCATOR INFORMATION                                                                                                                                                                                                                                                      | NOTES / COMMENTS                                                                                                                                                                              |             |   |   |            |
| Tell us what you know about PAT and what are your goals in seeking this position.                                                                                                                                                                                                | ____ Home Visits, ____ Group Connections, ____ Developmental Screenings, ____ Resources,<br>____ Monitoring and Observing Child Development, ____ Participated in PAT with their own children |             |   |   |            |
|                                                                                                                                                                                                                                                                                  | 5                                                                                                                                                                                             | 4           | 3 | 2 | 15 4 3 2 1 |
| Describe for us your experiences working in diverse communities. How would this experience help you understand the needs of our families?                                                                                                                                        | 5                                                                                                                                                                                             | 4           | 3 | 2 | 1          |
| This position requires strong organizational skills as well as the ability to navigate a variety of software programs and google products. Tell us a little about your strengths and weaknesses in these two areas.                                                              | 5                                                                                                                                                                                             | 4           | 3 | 2 | 1          |
| This position requires completing morning, afternoon and/or evening or Saturday visits. How would you manage a variety of working hours?                                                                                                                                         | 5                                                                                                                                                                                             | 4           | 3 | 2 | 1          |
| POSSIBLE PARENT EDUCATOR SCENARIO QUESTIONS                                                                                                                                                                                                                                      | NOTES / COMMENTS                                                                                                                                                                              |             |   |   |            |
| How would you handle conflict situations on a home visit or in a work environment? What does that process look like for you?                                                                                                                                                     | 5                                                                                                                                                                                             | 4           | 3 | 2 | 1          |
| How would you establish a strong rapport and partnership with parents and children as you go into their homes to do visits?                                                                                                                                                      | 5                                                                                                                                                                                             | 4           | 3 | 2 | 1          |
| You are doing a home visit with a family who has parenting practices that are opposing your own personal parenting practices. How do you proceed?                                                                                                                                | 5                                                                                                                                                                                             | 4           | 3 | 2 | 1          |
| A family has a child who has increased temper tantrums and is refusing to follow simple directions. This behavior is impacting the typical routines of the day. How would you approach this conversation with the family?                                                        | 5                                                                                                                                                                                             | 4           | 3 | 2 | 1          |
| During a visit, Dad shares that he has concerns about his child, but Mom, who is also at this visit, does not share these same concerns. How would you handle this situation?                                                                                                    | 5                                                                                                                                                                                             | 4           | 3 | 2 | 1          |
| You are meeting with a family that has a 24-month-old son who is the third child of the family. He has about 20 words and uses signs and gestures to get his needs met. Parents are concerned about his expressive language. What recommendations would you make to this family? | 5                                                                                                                                                                                             | 4           | 3 | 2 | 1          |

## INTERVIEWER...

What strengths do you see in this candidate?

What concerns do you have with this candidate?

Check one of the following:

I would hire this person without reservations

I would hire this person with reservations

I would not hire this candidate

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

OPTIONAL: After the Interview, the interviewer may need to address the following topics:

Scheduling hours will need to be flexible; evenings and weekends are expected to work with family schedules. Cancellations happen frequently and hours fluctuate significantly

Training expectations

A large amount of independent work is required and it includes a documentation component

Typical responsibilities, staff meeting, professional development, reflective, PD, group connections, recruitment

Summer work may be expected

Benefits (if applicable)