

Interview Questions



Questions we ask therapist candidates

- What made you interested in applying at InTune Family Counseling?
- What is it about you and your work that would draw clients to you and make them really want to work with YOU particularly?
- What would your current supervisor and colleagues say about your ability to manage your schedule and client-load effectively?
- What are the days and times you're available to see clients?
- How many client sessions would you ideally like to have during a week?
- What are the types of client issues and age-range you want to work with?
- What are the counseling issues and age-range you don't want to work with?
- What qualifications do you think separate you from other candidates?
- Are you in network with any insurance companies currently?
- Do you currently have a private practice?
- What do you feel your counseling services are worth per session?
- What would be your dream project, whether a specific group, a workshop, online course, retreat, etc.?
- What is your level of comfort with computers and technology?
- What do you do for fun?

Full list of questions to consider

General:

- What is important about you as a candidate that doesn't come across in a resume?
- What qualifications do you think separate you from other candidates?
- Why did you choose therapy as a career?
- What made you interested in applying here?
- What was your favorite class in graduate school?

- What would your current supervisor and/or colleagues say about your ability to manage your schedule and client-load effectively?
- What do you do for fun?

Intrapersonal and Intrapersonal knowledge:

- What is it about you and your work that would draw clients to you and make them really want to work with YOU particularly?
- Tell me something about your own experience of being in therapy.
- How is your own psychology & life experience relevant in therapy?
- What role do you tend to take in a team? - leader, listener or flexible depending on the team?
- What would you say are your two greatest weaknesses? Strengths?
- What qualifications do you think separates you from other candidates?
- How would your best friend describe you?
- What do you do for self-care?

Interests:

- Teach me something you're really interested in right now.
- If I told you that you could only work with one type of client with one presenting issue, what would that be?
- What additional trainings and/or CEUs have you completed?
- What motivates you? Frustrates you?
- If you started working here, what is something you would be disappointed about if it didn't happen or wasn't part of the work environment?

Supervision & feedback:

- What's the best way for you to receive feedback and the worst way?
- How will I know if you aren't receiving feedback well?
- How are you at receiving person-of-the-therapist or countertransference feedback in supervision?
- Describe your favorite boss and your least favorite boss.

- Tell me about the most difficult part of working for one of your past supervisors, without identifying them? (How they handle this and if they readily trash someone, without reflection, is very telling)
- Tell me about a time you had really tough feedback from a supervisor and how you negotiated that.

Clinical skills & interest:

- What are the types of client issues and age-range you want to work with?
- What are the counseling issues and age-range you don't want to work with?
- When was the last time you experienced transference or countertransference and how did you handle it?
- Tell me about a time a client attempted to have inappropriate boundaries with you and how you navigate that.
- How do you deal with pressure or stressful situations?
- How would you handle someone who expresses suicidal tendencies?
- Describe how you would deal with [insert top 3 scenarios you commonly see in your practice].
- Please describe a few challenging clinical situations you have encountered and how you handled them.
- Describe a situation you've faced where you had to make a tough ethical decision about a client situation.
- What would be your dream project, whether a specific group, a workshop, online course, retreat, etc.?

Career Trajectory:

- Why choose a group practice over going solo?
- What are your long term goals?
- Where do you see yourself in 5 years?
- What is a population you feel called to help?
- Tell me about how you feel about marketing and how you plan to let the community know you are here.

Practical:

- What is your general availability?
- What are the days and times you're available to see clients?
- Are you willing to work nights & weekends?
- How many client sessions would you ideally like to have during a week?
- Are you in network with any insurance companies currently?
- Do you currently have a private practice?
- What do you feel your counseling services are worth per session?
- What is your level of comfort with computers and technology?
- Do you have any questions for me?