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**Bobby Benson Center** **Interview Survey**

**Applicant’s Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
Position(s) Applying For: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

*Answering the following will assist the interviewer with determining whether your qualifications closely match the position you are applying for.*

1. **Have you read the job description that you are applying for?**
2. **Are you willing to complete the following pre-employment requirements: Health Clearance, Two-step TB Clearance, COVID-19 vaccination or COVID-19 PCR test, Credentialing & Department of Health Criminal Background Check?**
3. **Are you willing and able to complete an unpaid 3-day new hire orientation & training?**
4. **Do you have a valid driver’s license and can drive?**
5. **What are the days and shifts you prefer to work? Are there any days/shifts you are unable to work?**

1. **Describe your personal, educational, and professional experience/expertise as it relates to the treatment of chemically dependent adolescents.**

1. **Describe your philosophy about substance abuse treatment and recovery?**
2. **How able are you to be well organized, efficient and effective?**

1. **How well do you communicate both verbally and in writing?**

1. **BBC must conduct criminal background checks, child abuse/neglect checks, driving abstract checks, and verify work & educational experience. Any concerns about this?**
2. **How would past employers describe their experience working with you?**

1. **Describe the level of your emotional/physical capacity to work with at-risk adolescents.**

1. **BBC is a 24-hour facility that requires continuous staffing. Dependability and the ability to effectively work as part of a team are essential skills for employees to be effective. Describe you level of skill related to dependability, team work, following policies & procedures, and self-evaluation/ability to seek supervision when necessary.**

1. **The staff at BBC should be broadly representative of the community and reflect the diversity of Hawaii. How will you enhance the diversity of the staff at BBC?**

1. **Describe how you would establish and maintain positive working relationships with clients, supervisors, and co-workers.**

1. **What are your biggest strengths? How do they affect your work?**

1. **What do you think you need to do in order to improve upon your weaknesses?**