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| **Student name:** | **Date:** |

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| **Questions** | **Preparation** |
| **Introduction** | |
| * Tell me about yourself. * Tell me about your degree. * What attracted you to this placement? * Tell me how your experience ‘fits’ you for working with this company. * What attracts you to our organisation? How do your values/approaches match ours? |  |
| **Motivation** | |
| * What made you want to become a counsellor? * What is your long-term career plan? |  |
| **General** | |
| * Explain what you understand counselling to be? * What is reflective practice? * Is there anything you need from us to support you when working with us or during this interview? * What do you think will be the key challenges facing our sector in the next 3 years ? |  |
| **Self-awareness** | |
| * What personal qualities do you bring to being a counsellor? * What do you think are your 3 key strengths? * Do you have an area for development? What is it and how do you wish to build on this skill? * If we asked your colleagues/peers, what would they say are 3 of your personal qualities? * Are there any kind of clients or issues that you think you would find it really difficult to work with? |  |
| **Study related** | |
| * What have you found difficult on your MA course so far? * Why choose Leeds University course? * Tell us about the theory you're studying and why you were attracted to study this theory? Or Choose a theory that you learnt and explain it and what you like about it and how it relates to your skills (even better if you know the placement favours a specific modality and you refer to something related to that). * What presents the greatest challenge for you in learning and practice? * What is your understanding of working with X and what have you been taught regarding this on your course? |  |
| **Experience** | |
| * How much experience have you had in the counselling field * Give an example of when you have supported someone recently or been in a supportive professional relationship – what did you do, what evidence did you have that that helped? |  |
| **Ethics** | |
| * Can you give us an example of an ethical dilemma and how you dealt with it? * What ethical values do you see as the most important when working with this client group? |  |
| **Safeguarding** | |
| * What do you understand by safeguarding? * Explain your understanding of Confidentiality & Risk * How would you deal with issues around safeguarding and risk? * Or, give examples when you have managed issues around:   1. Confidentiality   2. Risk   3. safeguarding |  |
| **Supervision** | |
| * Have you had supervision and, if so, what is your experience of it? How has it impacted your work? * What do you expect from a supervisor? * What is the benefit of supervision / what do you hope to get out of it? * Give an example of what you would bring to supervision in relation to working with trauma |  |
| **Resilience** | |
| * When did you last work under pressure or deal with conflict? * Tell me about a time you faced a set-back. How did you deal with this? |  |
| **Self-management** | |
| * Describe how you have demonstrated initiative in extending your personal learning and development. * How do you evaluate your own performance? * How did you prepare for this interview? |  |
| **Results/ Drive** | |
| * Tell me about a situation in which you had to cope with a particularly demanding task. * Describe an occasion which best describes your drive and determination to overcome difficulties to achieve something. * Describe a challenge you have faced and how you overcame it. What have you learned from this? |  |
| **Problem Solving** | |
| * What would you do if a client brings a topic you have personally dealt with previously, or are dealing with in therapy yourself? * When have you been faced with conflicting information or perspectives on an issue? * Tell me about a time when you have come up with a creative solution to a problem. * Give me a specific example of a time when you used good judgement and logic in solving a problem. |  |
| **Decision making** | |
| * What process do you follow when making difficult decisions? |  |
| **Adaptability/flexibility** | |
| * Consider a time when you had to adopt a new approach? How did you manage the transition? * Tell me about a time when you’ve faced an unrealistic deadline. How did you deal with the situation? * A flexible approach and the ability to respond to differing priorities are vital for this role. Tell me about a situation when you have had to be flexible in your approach. |  |
| **Interpersonal skills** | |
| * What do we mean by interpersonal sensitivity? Tell me about a time when you have demonstrated interpersonal sensitivity. * What are the key ingredients in developing/maintaining successful counselling relationships? * Tell me about a time when you have had to work with someone you found difficult in some way. How did you handle the situation? * Give an example of when you have worked with people very different to yourself. What did you learn from this? What did you learn about yourself? |  |
| **Communication skills** | |
| * Give me an example of when you have had to explain complex information or a difficult concept to someone who didn’t have your level of understanding. How do you know that you got your message across successfully? * Recall a time when you had to use your verbal communication skills to get across a point. How did you achieve this? * Listening is an important part of communication. When has it been particularly important for you to listen well? |  |
| **Teamwork/leadership** | |
| * Can you tell me about a situation recently where you have had to work as part of a team? * What do you feel you bring to a team? * How would your colleagues describe your style when working in a team? * Describe a time when you were leading a team. How did you use your personal qualities to ensure the team worked effectively together? |  |