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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?
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| **Motivation** |
| * What made you want to become a counsellor?
* What is your long-term career plan?
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| **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 ?
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| **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?
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| **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?
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| **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?
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| **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?
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| **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
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| **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
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| **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?
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| **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?
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| **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?
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| **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.
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| **Decision making** |
| * What process do you follow when making difficult decisions?
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| **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.
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| **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?
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| **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?
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| **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?
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