



## **Combined Sample Interview Questions: FAWs & FSWs**

### Children and Families

*The interviewer should lead into these questions with an appropriate introduction so that the applicant does not feel like this is a "test" where he or she must give one "right" answer. For example, as a lead-in to some attitudes questions, the interviewer could say, "Our current home visitors have different backgrounds in their work with families. What experience have you had?"*

- Have you had experience with single mothers? Teenage mothers? What did you think about the experience?
- How do you feel about mothers of infants who are on welfare?
- What are the characteristics that you think make a good mother? A good father?
- Should a baby be picked up if he is crying, or should he be left alone?
- What do you think about the timing for toilet training children?
- What do you think is most important for fathers to do when caring for infants?
- What do children need the most from their families?
- What makes people hit their children?
- What do you think about promoting breastfeeding and promoting immunizations?

### Home Visiting Situations

*As a lead-in to this area, the interviewer might say, "Many home visits proceed in a fairly routine manner, but sometimes problems occur."*

- What would you say or do if you arrived for a home visit and found that..."

- ...the mother had a number of noisy friends visiting her?
  - ...no one was there?
  - ...no one was there for the third visit in a row?
  - ...the whole family was watching television and you couldn't hear the parent talk?
  - ...the parent was drunk and holding their infant?
  - ...the mother had lost the materials you had left her and did not remember what you had done the last time?
  - ...the mother was sad and crying?
  - ...the parent had left the baby alone with a seven-year-old child?
- How would you handle the following situations?
    - The baby has a runny nose, and the mother hands him to you for a "hello" kiss.
    - The baby's older brother and sister want you to play with them.
    - You must miss a visit but the family has no telephone.
    - The mother gives her children soda pop and potato chips for lunch.
    - The toys you had left on loan are broken?

### Questions for FSWs

*These questions are designed to obtain information on values related to home visiting and whether there is a good match between the applicant and the position. The interviewer should select two or three questions that best fit the particular interview situation.*

- What would your ideal job be like? Could you tell me why this job interests you? Are there some parts you would not like?
- Could you tell me why you think you would be good for this position?
- Describe a time you made a mistake in a job and how you handled it.
- What do you think the benefits of this program might be for the participants? For you?
- What would you do if the program manager asked you to convey some information with which you disagree on a personal level?
- How will it affect you to have to make visits in the late afternoon, at night, or on weekends?

- What is the greatest personal asset you would bring to families?

*Adapted from Home Visiting Procedures for Helping Families. (Wasik, Bryant, Lyons, 1990)*