Interview Questions for School Counselors

1. Tell me a little about your background and what influenced you to become a school counselor.
2. What practical experiences have you had that make you feel capable of being a counselor?
3. What do you see as the main role of a school counselor?
4. What is the role of the school counselor in relation to teachers, parents, administrators and other counselors?
5. What is the counseling theory or approach that you most closely follow?
6. What innovative and new ideas would you like to employ as a school counselor?
7. How would you divide your time between meeting the immediate needs of the students and keeping up with the paperwork?
8. How will you evaluate your programs to meet (a) current state standards; (b) standards of best practice for a comprehensive guidance and counseling program?
9. What is your strongest asset?
10. What do you think is the most important characteristic of a counselor?
11. What do you know about our school that you would consider a strength? a weakness?
12. What makes you want to work at ______ School?
13. What is it that you like about working with (grade level) school students?
14. What is something new you could bring to our program?
15. How do you handle criticism?
16. How do you handle stress?
17. How would you deal with cultural differences in a school setting?
18. What technology applications do you see being useful in your work?
19. What types of professional development opportunities would you like to participate in to enhance your skills?
20. What do you think the role of the counselor is in preventing school violence?
21. What experiences have you had in working with special education students?
22. What can you provide that is different from a social worker, school psychologist, or mental health counselor?
23. When considering ethical standards and school policies, how would you handle a conflict between the two?
24. What is your personal philosophy regarding standardized testing?
25. What are your personal philosophies regarding individual vs. group counseling?
26. Describe how you would implement small group counseling/guidance lessons?
27. What has your experience been in working with students of color & GLBT students?
28. Talk about a successful (satisfying) case that you have handled? And, one that was not so successful; what would you have done differently?
29. Describe past interactions with parents in home visits.
30. How do you handle conflict with a colleague or administrator?
31. How do feel about writing letters of recommendation for students (High School students only)?
32. How do you keep yourself organized? Discuss your time management techniques.
33. Where do you see yourself in the next five years?
34. Would you be interested in heading any extracurricular activities (i.e., club advisor)?
35. What does the concept of counseling mean to you?
36. Does career counseling have a place in a school counseling program?

WHAT WOULD YOU DO IF....

- One of your students told you she was pregnant?
- You suspected one of your students is being abused?
- One of your students tells you they are being abused?
- A student requests a teacher change because he/she doesn't like them?
- A parent requests you to switch their child's teacher?
- You suspect one of your students is abusing drugs/alcohol?
- One of your students admits to being sexually active?
- One of your student's parents is terminally ill?
- Your student does not get into their number one college choice?
- One of your students wants to drop out of high school?
- You overhear the makings of a fight that is about to happen?
- One of your seniors is not going to graduate?
- A parent asks to meet with you at 5:00 because that is the only time they can get off of work?
- One of your students continues to fail math (or any subject ) each quarter?
- You have a faculty member's child in your caseload?
- One of your students talks to you about wanting to kill themselves?
- One of your students told you he/she is gay?
- You had to deal with an irate/aggressive parent?
- You had to deal with a passive/unresponsive parent?