



LEADERS ASSEMBLY 2018: THE PURSUIT OF EXCELLENCE
March 18-20, 2018 in Baltimore, MD

Reverse Engineer Interview Questions
Sunday, March 18 from 3:00PM-4:30PM

SESSION PRESENTER(S):

Aaron Cantor, Camp Seneca Lake/JCC of Rochester

SESSION DESCRIPTION:

If you were a car, what kind of car would you be? If you could take only 2 items with you to a deserted island, what items would they be? When you are in the position to hire new talent to your organization, how are you constructing your questions? Do the questions you ask match up with the characteristics and qualities that you are searching for? This session will explore how to craft interview questions to get the information you need about potential hires for your organization. This session will include a brief workshop that will allow those in attendance to craft new interview questions in small groups.

BIG IDEAS FROM THIS SESSION:

Spend time preparing for interviews and create questions that are designed to get you the information you need on each applicant.

Frame the experience as the first staff training opportunity you want with a potential staff member. Be deliberate about what you want their experience to be like.

Don't settle on asking a certain amount of questions - settle on getting the information you need to make a decision about someone you're adding to your team.

Use the Interview Development Worksheet (on Campopedia) to plan out interview questions with you team and identify traits you're looking for in potential staff.