

Interview Questions to Assess Relationship-Readiness

The following questions can be used with the attached rating scale to determine the relationship-readiness of the candidates you are considering based on the position. For positions where you think sensitivity to children is necessary, you can use scenario #1 and associated questions. For positions where conflict resolution skills with adults are important, use scenario #2 and associated questions. For some positions, both scenarios and questions may apply.

1. Think of a child with whom you have had a significant relationship through your work. Think of a time this child became upset.

Questions:

- Describe your relationship with this child.
- Choose five adjectives that reflect your relationship with this child and share them. This might take some time. Why did you choose those adjectives?
- What do you think was going on inside the child when he/she was upset?
- How did you respond to the child's needs?
- How did it affect you emotionally when this child was upset?
- Why did you choose to talk about this child?

2. Think of a specific difficulty you have had with a colleague or supervisor.

Questions:

- Please describe what you think was going on in that situation.
- What were your feelings?
- Describe how you believe the other person saw this situation differently from you.
- If you had the situation to do over again, what would you do differently?

Based on the Adult Attachment Interview developed by Mary Main, adapted by Blair Johnson and Redmond Reams for the 17th Annual Birth to Three Institute and edited by PMFO.



Rating Scale to quantify answers on relationship-readiness

1. How rich and elaborate are the descriptions of the other people?

Unclear

1

2

3

4

Vivid

5

2. How much does the interviewee seem emotionally connected to the people they are talking about?

Distant

1

2

3

4

Connected

5

3. How much does the interviewee seem to feel positively about the other individuals?

Negative

1

2

3

4

Positive

5

4. How much does the interviewee seem clear when describing the situation?

Rambling

1

2

3

4

Clear

5

5. How much does the interviewee communicate an interest in others' emotional well-being?

Not interested

1

2

3

4

Interested

5

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