

# SAMPLE DSP INTERVIEW QUESTIONS

The sample questions below have been compiled from NJ providers for use when interviewing Direct Support Professional (DSP) candidates. There are many examples, and all are not intended for use in a single interview. Questions can be tailored to meet the needs of your organization and the people the candidate may be supporting. Use a combination of them to inform the selection process, helping ensure the hiring of people who are the best fit for your agency and the people they will support.

## General Questions

- Share an example of a difficult problem you solved at work. How did you go about finding a solution?
- Talk about a time you worked in a fast-paced setting. How did you prioritize tasks while maintaining excellent performance?
- How would you manage a situation where you were asked to do something you felt uncomfortable doing?
- Tell me about a time when you were under a lot of stress. How did you handle this pressure?
- Tell me about a time when you didn't know the answer to something at work. What did you do?
- Describe a time when you went over and above your job requirements. What motivated you to put forth the extra effort?
- Tell me about a time when you made a mistake. How did you handle this experience?
- Tell me about a time you stepped into a leadership role.
- Tell me about a time you had to support someone to learn a skill or help them to do something that they struggled with. How did you handle the situation?
- How would your current supervisor describe you?
- What does a good day at work look like?
- What attracted you to this position? Why do you think you might want to do this work?
- What's the best job you ever had and why?
- What's the worst job you ever had and why?
- What was the most helpful criticism you ever received?

## Question examples related to DSP and similar work experiences:

- How would the people you support describe you?
- Tell me about a time when someone you supported was dissatisfied with you. How did you handle that situation?
- Give an example of a time you had to interact with someone experiencing challenging behaviors. How did you handle the situation and what was the outcome?
- Tell me about a time when what the person you supported wanted conflicted with what a family member/parent wanted. How did you handle that?

## Situational Scenarios:

- Keith, a person you support, tells you he's bored and doesn't feel like he ever gets the chance to go out and do fun things. What do you do?
- When planning the week's meals, Anna requested hamburgers for dinner on Tuesday. On Tuesday evening, Anna decides that she no longer wants hamburgers for dinner. What do you do?
- Hector, a man you support, complains about you to your supervisor. How do you handle this situation?
- Liza is upset that it's raining and she can't go to the park. She starts yelling, cursing, and refuses to do anything else. How do you handle this situation?
- Corey and David are housemates. Corey has invited a friend to visit him on the weekend. How do you prepare the men for Corey's visitor?

What are some good questions used by your organization?

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