SOCIAL WORK INTERVIEWS
Center for Career Development

An Interview Is:
• An opportunity for you to present your background and skills to an interviewer whose goal is to evaluate your skills and qualifications for the position and "fit" (shared values and common vision) with their agency/organization.
• An opportunity for you to evaluate a potential supervisor and work environment.

SOCIAL WORK FOCUSED INTERVIEW QUESTIONS
Social work interview questions are as varied as the fields social workers enter. Below you will find general sample questions as well as questions organized by type of employer.

General
• Why did you choose social work as your career?
• What factors combine to make a successful social worker?
• What is your frame of reference for social work practice?
• Tell me about a time you were in a disagreement over a treatment plan.
• What has been your experience with agency paperwork and how do you feel about it?
• Tell me about a time when you had to confront an irate client or client's family member. How did you handle the situation.

Elder Residential Center
• What if one of the people you supervised lied, mistreated a client, or breached confidentiality? What would you do? What if you saw someone supervised by someone else do the same thing? What would you do?

Women's Shelter
• A woman comes in. What would you say to her?

Youth Outreach Program
• A youth, whom you do not know, approaches you in a park and says that his parents locked him out of the house. What would you say? What issues would you be thinking about?

Outreach Program for Families in Crisis
• Someone with whom you have been working who is of a different race than you says, “I don’t think you can understand what I am going through.” How would you respond?

In-home Therapy Services
• You are visiting a client family in their home when one person becomes very agitated. You are concerned about violence. What would you do?


Common Interview Questions
• Tell me about yourself.
• What is your career goal?
• What interests you about this agency/site/organization?
• We are interviewing many candidates for the position. Why should I hire you?
• How would you collaborate with your colleagues?
• How do you see yourself connecting to the community?
• What three words would you choose to describe yourself?
• What are some of your strengths? Or Please describe your greatest achievement to date.
• What are some of your challenges/weaknesses?
• How would you describe an ideal supervisor?
• Do you have questions for me?

Questions to Consider Asking
• What types of professional development do you offer?
• What is the timeline for this search? When might I expect to hear from you?

Thank You Note
Follow-up all interviews with a Thank Note: This is your opportunity to restate your interest and qualifications. Use the letter to reemphasize your potential value to the organization, correct any misunderstandings, and add forgotten points. Do not forget to reiterate that you are still interested in the position and the organization. Strive to send the letter within 24 hours of your interview. (For additional guidance and a sample thank you note, please see the CCD’s guide to thank you letters.)

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Schedule a mock-interview at the CCD!