

## Therapy Assistant – Personality Trait based interview questions

After reviewing the Care Advantage suitability report, these questions can be used during the job interview to dig deeper into an identified personality trait.

### **Conscientious**

[if score is to the right] Describe a time when you had to use someone else's therapy plan, but it was not very detailed. What happened?

Can you tell me about a time when you had to adjust your therapy activities to meet the needs of a specific client. What was the situation and what did you do?

Can you give me an example of how you keep track of your client's care details and keep yourself organised having to deal with many different clients?

### **Tough Minded**

Describe the most challenging situation you've had in a therapy situation with a client. How was it challenging you and what did you do?

Tell me about a time when you were frustrated because you were being expected to handle things that you didn't feel were your responsibility. What did you do?

Give me an example of a time when you disagreed with a therapy approach but were expected to use it anyway. What happened?

### **Conventional**

[if score is to the right] Describe a time when you felt a certain therapy or activity was working very well, but you were getting pressure to change it anyway. What happened?

[if score is to the left] Tell me about a time when you made a change to a therapy activity and it didn't work out very well. What did you do?

Can you tell me about a time when you came up with a creative solution to an ongoing issue or problem of one of your clients? What was it and what was the outcome?

## Extroversion

Describe a time when you felt the therapy activities or plan you were working with was right on with your style and approach. What was the situation and who were your customers?

[if score is to the right] Give me an example of a time when you felt you were delivering a very high energy therapy activity and it was fun for you. What was the situation?

[if score is to the left] When meeting a new client for the first time, how do you normally go about building rapport with them and do you have any examples of where your normal approach didn't work? What was the situation and how did you deal with it?

## Stable

[if score is to the left] Tell me about a time when you were very stressed by an overscheduled day or difficult clients. Were you able to bring some calm and order to the situation? How did you do that?

[if score is to the right] Describe a time when someone else thought you were not handling a problem fast enough. What were the circumstances and how did you deal with it?

Can you tell me about a time when you felt there was too much emphasis on working quickly versus on the quality of the therapy. What did you do?

## Team

Can you give me an example of a time when you loved working with your team and felt that you were highly productive as a result. What made this work?

[if score is to the right] Tell me about a time when you felt there was too much emphasis placed on rewards for individuals and it seemed a little too competitive. What was going on and how did you handle it?

Have you ever worked as part of a team where a team member did not pull their weight? What did you do and what was the outcome?