



Sample SEL Interview Questions and Prompts By Social and Emotional Competency

Including questions focused on a candidate's competence in social and emotional learning (SEL) can prove beneficial in two ways. First, it establishes SEL as an organizational priority, which can be helpful for generating buy-in from the onset. Second, responses can offer insights into how the candidate will behave as a member of your community, and may identify their skills in facilitating SEL with students. The latter may indicate areas that need support upon hiring or, ultimately, may lead you to determine that the individual is not a good fit for your organization. The questions here are examples of SEL-focused interview questions. Try these or create your own.

For Field Instructors

- **Self-Awareness:** These questions prompt and illuminate the candidate's ability to inspire students to become more self-aware, as well as demonstrating personal self-awareness.
 - ◇ Please describe one way in which you might help students develop self-awareness while participating in this program.
 - ◇ What is your disciplinary approach? How do you work to engage or involve students that may be acting out?
 - ◇ How do you help students take responsibility for their actions?
- **Social Awareness and Relationship Skills:** These questions prompt and illuminate the candidate's thinking about working in and contributing to an inclusive community.
 - ◇ We strive to build a community that is welcoming and safe to people from all backgrounds, abilities, cultures, orientations, identities, and communities. What experience and training prepared you to be effective in a workplace with this value?
 - ◇ We have the opportunity to serve students from a variety of backgrounds. What experience do you have working with youth from backgrounds (i.e. racial and ethnic, socioeconomic, cultural) different from or similar to your own?
 - ◇ How do you establish an inclusive learning environment so that all students feel like they belong?
- **Responsible Decision-Making:** Questions like these illuminate a candidate's skillfulness in addressing a variety of social issues.
 - ◇ Imagine a scenario in which you notice that a student is being excluded from others in your group. How do you respond?
 - ◇ What is your disciplinary approach? How do you work to engage or involve students that may be acting out?

For Office/Administrative Staff

- **Self-Awareness:** This question can illuminate aspects of a candidate's self-awareness.
 - ◊ Our organizational values are _____. Please share an example from your work experience that illustrates your commitment to at least one of our core values.
- **Social Awareness and Relationship Skills:** These questions can illuminate the candidate's thinking and skills related to working in and contributing to an inclusive community.
 - ◊ What does it mean to work in a community? Please provide an example of when you collaborated with others in order to accomplish a goal.
 - ◊ We strive to build a community that is welcoming and safe to people from all backgrounds, abilities, cultures, orientations, identities, and communities. What experience and training prepared you to be effective in a workplace with this value?
 - ◊ How do you resolve conflict with a colleague? Please provide an example of a time you addressed a conflict and what you learned from the experience.

One important step to include while incorporating SEL into your hiring practices is an investigation of any conscious or unconscious biases that might influence where and how you recruit staff, and how hiring is conducted at your site. For information about how to avoid bias in your hiring and recruitment practices, see The Avarna Group's toolkit, which can be found [here](#). The toolkit is designed to help organizations and individuals mitigate gender, racial, and other hidden biases in your institutional recruiting and hiring processes. It provides tips on structural pieces you can implement to recruit, retain, and promote a broader range of talented people.

[ALTERNATIVE STRUCTURE BELOW]

Interview questions for field instructors	CASEL COMPETENCY: SEL competencies indicate the candidate's ability to support participants (P) as well as demonstrating their own skills in that area (S).				
	Self-awareness	Self-management	Social awareness	Relationship Skills	Responsible decision-making
Please describe one way in which you might help students develop self-awareness while participating in this program.	P				
What is your disciplinary approach? How do you work to engage or involve students that may be acting out?	S	P		P	P/S
How do you help students take responsibility for their actions?	S				P
We strive to build a community that is welcoming and safe to people from all backgrounds, abilities, cultures, orientations, identities, and communities. What experience and training prepared you to be effective in a workplace with this value?	S				
We have the opportunity to serve students from a variety of backgrounds. What experience do you have working with youth from backgrounds (i.e. racial and ethnic, socioeconomic, cultural) different from or similar to your own?	S			P	
How do you establish an inclusive learning environment so that all students feel like they belong?	S			P	
Imagine a scenario in which you notice that a student is being excluded from others in your group. How do you respond?	S		P	P	S
Interview questions for office/administrative staff	CASEL COMPETENCY: SEL competencies indicate the candidate's ability to work in a community (C) as well as demonstrating their own skills in that area (S).				
	Self-awareness	Self-management	Social awareness	Relationship Skills	Responsible decision-making
What does it mean to work in a community? Please provide an example of when you collaborated with others in order to accomplish a goal.	S		C	C	
We strive to build a community that is welcoming and safe to people from all backgrounds, abilities, cultures, orientations, identities, and communities. What experience and training prepared you to be effective in a workplace with this value?	S		C	C	
How do you resolve conflict with a colleague? Please provide an example of a time you addressed a conflict and what you learned from the experience.	S		C	C	