

Peer Leader Interview Questions

20 minutes: Interview | 5 minutes: Questions and next steps | 5 minutes: Complete rubric

General/Introductory Questions

- 1. Tell us a little about yourself** (*major, year, involvements on-campus*) **and why you are interested in the Peer Leader position.**
- 2. Name 2 personal strengths and 2 areas for growth. How would these impact your role as a Peer Leader?** INTERVIEWER: *You can move on with growth question if the candidate is having a difficult time answering.*

Facilitator

- 1. Describe a time when you encouraged others to “buy-into” your idea, perhaps through a group project, a work setting, etc. What happened and what did you learn?**
- (STAFF): Peer Leaders often recognize that their students are struggling or challenged by something before their students realize it for themselves. List a few issues that most first-year students find challenging or seem to struggle with or that first-year students should learn.
(STAFF): In response to your observations as a Peer Leader, you have decided to plan a 55-minute lesson addressing one of those issues.
 - What is the issue and how do you prepare for the LC meeting time?
 - (PROBE) *What learning strategies/facilitation techniques will you use?*
 - How will you assess that the students fully grasp or understand the importance of your lesson?

Co-Worker

- 1. Describe a time when you felt overwhelmed. How did you handle that situation?**
2. How do you plan to balance the Peer Leader role with your other responsibilities in the Fall?

Learning Coach

- 1. What do you do when you are confronted with a complex idea or problem that you don't understand?**
- 2. Tell us about a time when you made a special effort to help someone learn.**
- 3. Explain one goal that you have for the semester. Why is it important to you and what steps are you taking to reach it?**

Mentor/Connector

1. **If one of your students in your LC confided in you that he/she was having a difficult time academically and was homesick, what advice would you offer the student? What resources would you refer him/her to on-campus?**
2. **Something that almost all Peer Leaders face in the classroom are negative or disengaged students. Given what you know about the Peer Leader position and how important student engagement is in the classroom, how would you handle that situation?**

Leader (Problem-solving/Creativity)

1. **Tell us about a time when you demonstrated leadership skills.**
2. **Tell us about a time when you received feedback on your performance that you weren't expecting from an advisor, teacher, coach or supervisor. How did you handle it?**
3. **Tell us about a time when you lead a group of people to a common goal.**
4. *Describe a time when you led by example.*
5. **Tell us about a time when you creatively solved a problem. INTERVIEWER (PROBE): *What was the problem and your idea? How did you implement it? Did you have to make any changes to your original idea once you got started? What was the outcome?***

(STAFF)—YOU MUST MAKE THIS COMMENT BEFORE YOU ASK THE NEXT TWO QUESTIONS: **The next two questions are for assessment and placement purposes only. This will not affect our hiring decision.**

1. **Are you a first-generation college student? For the purposes of this interview, a first generation student is defined as neither parent having more than a high school education.**
2. **Are you eligible for college work study?**