

**Asset-building interview tips**

|   | We do this well | Needs work | We cannot or should not do this at this time |
|---|-----------------|------------|--|
| 1. Consider having youth greet interview candidates at the door. Ask the youth for his or her feedback on candidates afterwards.  |                 |            |  |
| 2. Consider selecting employees to help interview other entry-level employees.  |                 |            |  |
| 3. Conduct the interview at a round table and offer refreshments.   |                 |            |  |
| 4. Implement interview questions that allow a candidate to identify his or her asset-building qualities.  |                 |            |  |
| 5. Consider having a youth be part of the interviews by creating and asking a question that is important for him or her to know about a candidate.  |                 |            |  |
| 6. As part of the interview have the candidate(s) spend 30-60 minutes in a program (if you are considering them). Ask for candidate feedback on the experience. Also ask staff and children/youth about their experience with the candidate in the program. |                 |            |  |

### Example interview questions

1. Please describe your understanding of Developmental Assets®.
2. Describe a time in your life when you experienced an asset being built for you.
3. How do you demonstrate asset building? / How have you built assets in the way you act/interact with others and do your work?
4. How have you built an environment in which assets can be developed and emphasized?
5. What strategies would you put in place to build assets in the young people/children at our organization and within the community?
6. How do you learn more about the asset framework?
7. In your view, what is one of the most important things you can do for a child?
8. What steps will you take to begin building relationships with the children/youth you will be working with?
9. What is your view of children/youth?