

## Integrate asset-building language into the recruitment process

### Pre-interview considerations

	We do this well	Needs work	We cannot or should not do this at this time.
<p>1. Include asset language in job postings.</p> <p>For example: "At ABC organization we use the asset-building approach in our programs, practices and individual interactions with young people in order to achieve our mission. We emphasize the importance of the 8 asset categories."</p>			
<p>2. List Developmental Assets<sup>®</sup> knowledge as a requirement for applicants.</p>			
<p>3. Ask children, youth and staff currently in the program what qualities they think are needed on the team and develop interview questions that will identify these qualities in candidates.</p>			
<p>4. Consider implementing a policy where internal candidates are considered before external candidates.</p>			
<p>5. During phone pre-screen interviews, ask candidates if they are familiar with assets.</p>			
<p>6. Invite candidates to bring an item with them to the interview that represents their view of children/youth and that they can talk about.</p>			
<p>7. Offer flexible interview timing to allow evening and weekend options for candidates.</p>			

8. Consider providing candidates interview questions in advance.			
9. Explain to candidates who they should expect to meet during the interview.			