



### **Objective for conducting these interviews**

Is to establish a relationship between the applicant and the Ubuntu panel. To observe and listen if the candidate is motivated. Also observe her/his communication skills. Lastly check if the candidates know what they really want.

### **Basic Interview questions**

- Tell Me About Yourself
- What Is Your Greatest Weakness?
- What Is Your Greatest Strength?
- Tell us about the Program you applied for
- Why should we take you in the program?
- If you were an animal which animal would you be and Why?

### **Personnel that should conduct the interviews**

- ✓ Administrator (when available)
- ✓ Employer engagement lead (Since she will be working closely with the participants it's best she interacts with them from the beginning)
- ✓ YAA Coach (to oversee and add value to the way we do interviews)
- ✓ Facilitator (Because they will be working closely with the participants in class have a bit of insight of the type of the person there are).
- ✓ Family Support Specialist (to establish a relationship and observe since we will be working closely with the participants )

**Note:** I recommend that the interview be done by a minimum of 3 maximum of 5 panel members, and the last for 10 minutes max. Also have a note taken using the tracking tool while the interviews are taking place.

### **Integrity Assessments:**

The assessment should be done on the day of the interviews, as the candidate exits the interview should be sent to an assessment room where an intern and UP facilitator will be waiting to take them through the assessment.