

Hiring for Motivational Interviewing (MI) & Trauma Responsiveness

Key to Supporting, Guiding, and Sustaining a Trauma Responsive Environment

- Include interviewers from a variety of backgrounds. This will yield more perspectives and give voice to diverse staff. It also demonstrates how you value their contributions to your agency culture.
- Use “behavioral” interviewing to listen for the “way of being” that you would like to see. Are you interested in compassion, caring, acceptance of others? Create questions that help you assess the “ways and skills” that are most important to your agency.
- Ask about knowledge of MI, ACE’s, trauma and toxic stress. Ask about previous training on these topics using an open-ended question that seeks to have them describe their perspective.
- Ask the person what is most important to them about what they learned.

Sample questions that can be used to demonstrate the perspective of the person being interviewed:

- Tell us about a time in your previous job(s) when you remained calm while supporting an angry peer or service recipient?
- Describe a time when you collaborated with someone who had a different worldview than you. How did you partner with them so that you could work together?
- How do you support your own professional resilience? How would you support your team in discovering and building their resilience?
- Give specific example(s) of how you develop trust and safety with colleagues and the people you serve.
- What have you done in the past six months that supports your professional wellness and a healthy work/life balance?

© 2021 Coordinated Care Services. All rights reserved.