
CAAP: ACE THE INTERNSHIP INTERVIEW

1. WHY DID YOU CHOOSE YOUR MAJOR?

- What propelled you to choose this career field? What other professions have you worked in previously?
- What do you think you personally can contribute to this field? How would you know you are in the right place? What motivates you when you think about our work?
- Case Scenarios: How would you handle this case if it was presented to you? (expect 1 to 2)
- Where have you done your practicums/internships/residencies/fellowships/field experiences? What did you learn about yourself from these experiences? How did you grow in these experiences?
- How do you plan to continue your professional development? What areas would you specifically study?
- What have you learned in classes and in the field – about yourself – specific to cultural humility? trauma-informed care? addiction? working with people different from yourself?

2. WHAT ARE YOUR PLANS AFTER GRADUATION?

- Why do you think we should take you on as an intern/resident/fellow?
- Where do you see yourself 2 years from now? 5 years? 10 years?
- How do you plan to use what you have studied, after graduation?
- What do you want to specifically focus on within this field of study?
- Who are your role models in our profession? Tell me about how they have influenced you.
- What can you add to this field?

3. TELL ME ABOUT TIMES YOU HAVE BEEN A LEADER.

- What are your strengths? What are your areas that you want to grow?
- What do you think are the most challenging aspects of this field?
- What is your ideal job after graduation/internship?
- Tell me about a time where you overcame adversity.
- How do you best receive feedback? What can a supervisor do that will help you grow? What are your expectations of the agency if you were to come work with us?
- I would like to know your confidence level to work on a multidisciplinary team. What training have you had in team-based care? How comfortable are you with speaking up to a doctor and providing another perspective?

4. TELL ME ABOUT YOURSELF: WHAT DO YOU WANT ME TO KNOW?

- What is the most challenging thing you have done? What is one future challenge you have for yourself?
- How do you see yourself growing in your career?
- What do you do for self-care? How do you know you are burnt out?
- What credentials are you planning to work towards? What certifications are you planning to pursue?
- How comfortable are you with technology? What effect will technology have on our profession?
- What personalities do you find most challenging? What do you do to make it easier to work with them?
- What is it like to ask for help? What motivates you to seek supervision and consultation?