

VALLEY RESIDENTIAL SERVICES, INC.

DIRECT SUPPORT PROFESSIONAL INTERVIEW QUESTIONNAIRE

1. What interests you in working with people with disabilities?
2. After reviewing the DSP Job Description, are you able to perform all of the duties listed, with or without reasonable accommodations?

YES **NO**
3. Are there any job duties listed that you have questions about?
4. How may we contact you?
5. What do you consider to be your strengths?
6. What do you consider to be your weaknesses and what could you do to improve in this area?
7. What shifts are you available for? 1st 2nd 3rd
8. Are you available to work weekends and holidays?
9. There are times when you would be required to work over your scheduled shift (such as, a double shift), until coverage can be found. Would you be willing to do this?
10. What experience do you have in driving a 15-passenger van?
11. What experience do you have in changing briefs on an adult?
12. What experience do you have in bathing an adult?
13. How would you go about keeping the residents clean and well-groomed?
14. What experience do you have in preparing a meal of chopped or pureed consistency and in assisting an adult in consuming this meal?
15. What experience do you have in preparing meals, following recipes, and menus?
16. What experience do you have in medication administration (passing meds)?
17. Would you be able to go to the grocery store with a list of items, food stamps, and cash, to purchase the listed items? What would you do if there wasn't enough money for the purchases?
18. What experience do you have in taking residents into the community for leisure outings? (Shopping, beauty salons, church, bowling, etc.) If no experience, are you willing to do this?
19. How would you interact with a resident who is verbally aggressive towards you (yelling, swearing, etc.)?

20. How would you interact with a resident who is physically aggressive towards you (pinching, hitting, kicking, etc.)?
21. Have you completed the group home curriculum training? If so, when and where?
22. Are you able to work your shift without carrying a cell phone?
23. VRSI has a smoke-free policy. Would you be able to work in a smoke-free environment?
24. Do you have a former employer listed as a reference on your application?
25. What would your former employer say about your work performance?
26. Do you have a valid Michigan driver's license? **YES** **NO**
27. Tell us about an experience that you've had in working with a difficult co-worker or supervisor and how you handled this.
30. What steps would you take if you saw a co-worker slap a resident?
31. Have you ever left a job as a result of a conflict with a supervisor or co-worker?
32. Define "gentle teaching". How will you implement gentle teaching services to consumers in the home?
33. What questions do you have about this position?
34. Where did you hear about our company? Indeed Facebook Newspaper Other: _____

Signature:

Date:

Case number if resident is involved in interview: _____