

Possible Interview Questions for School Counselors

The following questions are designed to help you think about and prepare for your school counselor position interview.

1. How do you see the word “leader” fitting in to your role as a counselor?
2. What is the counseling theory that you most closely follow?
3. What is the most creative and innovative counseling technique you have used?
4. How would you divide your time between meeting the immediate needs of the students and keeping up with the paperwork?
5. How will you evaluate your programs to meet (a) current state standards; (b) standards of best practice for a comprehensive guidance and counseling program; and (c) the National School Counseling Standards per the American School Counselor Association?
6. How would you handle an irate parent?
7. How would you handle a passive (perhaps irresponsible) parent?
8. How would you handle a large group of students having attendance problems?
9. How do you see yourself fitting in with counselors who have many years experience as veteran teachers?
10. How would you fit in with a large staff?
11. What is your strongest asset?
12. What do you think is the most important characteristic of a counselor?
13. What do you see as the role of a counselor in a school this large?
14. What preconceptions do you have of our school?
15. What have you heard about our school?
16. What makes you want to work at _____ School?
17. What is it that you like about (level) school students?
18. What is something new you could bring to our program?
19. How do you handle criticism?
20. How do you handle stress?
21. Are you opposed to working above and beyond school hours to get the job done?
22. Are you opposed to working at night for functions such as college night, senior night, etc.?
23. Does your principal know you’re applying for this job and how does he/she feel about it?
24. What technology application do you see being useful in your work?
25. What might your professional development plan look like?
26. What do you think the role of the counselor is in preventing school violence?
27. What experiences have you had as a teacher that make you feel capable of being a counselor?
28. What experiences have you had in working with special education students?

29. What can you provide that is different from social worker, school psychologist, or mental health counselor?
30. When considering ethical standards and school policies, how would you handle a conflict between the two?
31. What do the most recent state standardized test results indicate about this school district and this school; and what is your role regarding standardized testing?
32. How does a school counselor assist with the implementation of ESL (English as Second Language) in-building programming?
33. Describe how you would implement small group guidance lessons?
34. Because time is a scarce resource in schools today, and because of a strong push for improved standardized test scores, best educational practices suggest that in-class guidance lessons not take away from classroom instructional minutes. How will you address this issue as a school counselor?
35. What has your experience been in working with students of color & LGBT?
36. What is your experience with parenting programs? Describe past interactions with parents in home visits.
37. What does your future comprehensive program look like?
38. How do you handle conflict with a colleague, parent, or administrator?
39. What does a good home visit look like?
40. How do you feel about writing letters of recommendation (HS)?
41. How do you keep yourself organized? Discuss how you multitask.
42. Where do you see yourself in the next five years?
43. Can we ask you a question in Spanish, and can you respond likewise?