

Workshop Title: Job Interview Roleplays

2024 Leadership and Life Skills Summit for Foster Youth

Workshop Duration: 50 minutes

Learning Description:

This workshop has been designed to provide current and former foster youth, ages 14-24, with opportunities to practice ahead of time for job interview questions.

Learning Outcomes: Participants will:

- Observe a skit on “What Not to Do” and share their observations of what went wrong
- Learn valuable Workplace Tips
- Have the opportunity to participate in Job Interview Roleplays
- Be able to ask questions during the Question and Answer portion

Diversity Issues Addressed:

Culture of Foster Care: Youth in and from foster care are connected by a common culture cultivated by shared experiences.

Handouts:

- Workplace Tips
- Sample Job Interview Questions

Agenda: (50 minutes total)

- 1.) Introduction and Purpose of Workshop
- 2.) Skit on What Not to Do
- 3.) Workplace Tips
- 4.) Job Interview Roleplays
- 5.) Question and Answer Portion

Training Outline:

1.) Introduction and Purpose of Workshop:

Jeremy and Kristin introduce themselves and share the workshop’s purpose.

2.) Skit on What Not to DO:

Sample below.... Could be narrowed down and edited.

Sample Skit on What Not to Do

INTERVIEWER: Thanks for interviewing with us today. *(Tries to shake applicant's hand)*

JOB APPLICANT: *(Refuses to shake hands)* That's not really my thing. Sorry.

INTERVIEWER: That's an interesting outfit you have on today.

JOB APPLICANT: *(Not giving eye contact)* Yeah, whatever. Can we get started already?

INTERVIEWER: Tell me about yourself. What made you apply for this job?

JOB APPLICANT: *(Takes out a piece of gum and starts chewing it)* Ummmmm.... I don't know. I was bored.

INTERVIEWER: What qualifications do you have for this job?

JOB APPLICANT: *(Rolls eyes)* Didn't you read my resume?

INTERVIEWER: How do you feel about working with others as part of a team?

JOB APPLICANT: I don't know. Sometimes people get on my nerves.

INTERVIEWER: Can you tell me about your previous job experience?

JOB APPLICANT: *(Slouches, hands in pockets)* I had to do an internship for my school, but it didn't go so well.

INTERVIEWER: What did you learn from that experience?

JOB APPLICANT: *(Pulls out a ballpoint pen and starts clicking it)* Never to intern there again. That place sucked.

INTERVIEWER: What would you say are your strengths?

JOB APPLICANT: I don't know. I've never thought about it really.

INTERVIEWER: What are your goals for the future?

JOB APPLICANT: *(Sighs audibly)* I mean, I guess I want to get a job. That's why I'm here.

INTERVIEWER: Okay, I think that concludes our interview. Thanks again for interviewing with us today.

JOB APPLICANT: Whatever.

3.) Workplace Tips:

Give participants the updated [Workplace Tips handout](#).

4.) Job Interview Role Plays:

Tips that Jeremy is planning to share are included in red below.

Personal

1. Tell me about yourself. Don't go into too much detail about specific hobbies or how you spend every single night playing games on streaming live on twitch etc. But be okay with sharing who you are. "I am a former foster youth who is active in making the system a better place. I am highly motivated and work hard to find ways to make my team better around me and to add value to the company I work for. Outside of work, I enjoy connecting with friends, and finding times for my hobbies."
2. What clubs or organizations are you a member of? Its okay if you aren't apart of any. For example, both in high school and college I worked fulltime while going to school. Share some of that or speak to organizations/ clubs that you are interested in joining.
3. What have you learned from your hobbies, interests, and outside activities?
4. What qualifications do you have for this job? Know the job before going into the interview. Know what they are looking for in "required skills" but also open up about things that set you apart that would help you at that role.

Cooperation

5. How do you feel about working with others and as part of a team? Even if you like to work independently, you may be required to work with a team. In the end you are all supporting the company as a team. Be open to it and be able to share how you've worked with teams in the past.
6. Tell me about a time that you needed to follow instructions to accomplish a task.
7. When required, would you be willing to adapt your schedule or work overtime? Know the role you are applying for, if it is clear there are different schedules or needs for occasional overtime, don't be surprised by this type of questions. However, I would also be clear about your own scheduling needs. For example, my son gets off the bus at 4pm. Someone has to be there to get him, I can't be working late if my wife isn't home etc.. But I also use these scenarios to show my motivation to better the team and work hard to prevent the needs for overtime etc.
8. How do you work under pressure? Your answer should share an example to prove it. "I believe I work well under pressure. Once clear example of this was when....."

Self Confidence

9. What do you consider to be your greatest strengths? Try to tie this to the job you are applying for if you can.

10. How do you think a teacher who knows you well would describe you?

Motivation

11. What is important to you in a job? **Don't say, well making money obviously. Use this to share what you want in your future. For example, I want a job that challenges me and helps me grow in my career. I want to have an impact and know that my job add value.**

12. If you didn't understand an instruction, what would you do?

13. What motivates you to put forth your greatest effort? **Share what drives you and if you have future aspirations. Such as, after obtaining my bachelors degree in business I want to move into a finance role. I know that working hard and proving myself where I am at right now, will give me the experience I need to take on new challenges in the future.**

14. Describe your most rewarding experience in school.

15. Do you have plans to continue your education in some way? What are they?

16. Where would you like to be in 5 years? **Be professional in your answer and try to shared your work related goals. Being a top performing youtuber or tik tok personality isn't a good answer.**

17. What are your long-range and short-range goals and objectives?

18. When and why did you establish your goals, and how are you preparing yourself to achieve them?

19. Tell me about a time that you persevered in the face of challenges.

Other

20. Would you like to ask any questions?

5.) Question and Answer Portion:

- *What is one thing that you learned today that you plan to put into practice?*
- *What's one concept that you plan to share with a fellow young person in or from foster care?*

3.) Dos and Don'ts of a Job Interview:

Dos

- Show up early, you never know if you will run into traffic, have to take a detour, or if there may be confusing directions such as going to a specific suite on floor 3 of a building etc.
- Dress professionally! Even if it is a job at a restaurant or what you may consider as laid back. Dress to impress if you can. This does not mean you have to go all the way to something like a full suit and tie. However, it is better to be over dressed than under.
 - Make sure what you are wearing is clean, free of stains, and isn't wrinkled
 - First impressions are important and you don't want to start off by making the interviewer think you aren't serious about the job
- Research the company you are interviewing with
 - How long have they been in business
 - What do they actually do as a company and do they have plans for expanding from that
 - What benefits do they have (if on their website etc. otherwise plan to ask)
 - Do they fit into your beliefs system, such as supporting social programs or environmental issues etc.
- Learn about websites where employees share their experiences from working there (Glassdoor etc.)
- Practice standard interview questions but also be ready for curveballs
- Be yourself and let your personality come through, most interviewers can pick up on people giving fake answers or someone trying to only give the answers they think the interviewer wants to hear
- Bring a list of your own questions to ask the interviewer and know what you are truly looking for
 - What is the culture like
 - What is the work life balance
 - What benefits do they offer
 - Does the company support career growth and employees wanting to further their education
 - Why is this role open, was this through internal promotions or a newly created job
 - Have they had high turnover for the position
- Be okay with sharing your story a bit to show positive aspects such as how it has driven you or motivated you etc. However, be careful not to overshare.
- Be okay with finding out a role is not for you
- After an interview is over, follow up with an email thanking them for their time and consideration. Try to throw in something discussed during the interview if you can

Don't

- Don't show up late with any notices
- Don't have an attitude showing that you don't care, even if you realize that the job isn't something you are interested any more

- Don't overshare your story. Our backgrounds and stories are unique to us and can provide a powerful voice. However, if you don't use it in the right way, it may not come off the way you intend.
 - For example if you repeat how you went through so many things in foster care and just wish things would get easier or that there is always something going wrong, that can come across negative
 - However, you can use your story positively. Going through the foster care system was a tough and ever challenging experience. I was thrown into an unwanted and uncomfortable situation. But through it I learned how resilient I am. I became stronger, and found the motivation to get through high school and realized my dream of xxxxx. Without my experience in foster care I wouldn't be who I am today.
- Don't interrupt the interviewer, even if you know the question they are going to ask
- Don't speak ill of a previous employer or previous co-workers
- Don't try to hide your weakness
 - A lot of interviewers will ask what you think your biggest weakness
 - Don't say "I really don't know if I have any weakness"
 - Instead, speak to a weakness you have or had previously and how you worked on making the changes you needed to be more successful
- Don't chew gum during the interview
- Don't have your phone on and take texts or calls in the middle of the interview
- Don't hide who you are, be true to yourself and be proud of your accomplishment and the fact that you landed the interview

Landing the interview should be the hardest part. Once you get it, you should be ready and confident!