



Imagine UBC Squad Leader Interview 2011-2012 – Returning Applicant

Interview Date: _____

Applicant's Name: _____

Student #: _____ Year: _____

Faculty/School/Program:

Interviewer:

Introduction:

- *Thank candidate for coming, introduce the interview team, provide the applicant with water.*
- *Complete all the above information if you haven't already done so.*
- *Frame the interview: "We're going to be asking you a series of questions to find out why you are interested in returning as a Squad Leader and to determine what skills and experience you would bring to the position. We will also be considering how you would continue to grow within the Squad Leader position. It will take approx. 30 minutes. If you would like clarification on any of the questions throughout the interview, please don't hesitate to ask. There will be an opportunity at the end of the interview for you to ask us any questions you might have."*

1. Thinking back on your previous role as a Squad Leader with UBC Orientations, please share two ways that you grew from your experience.

2. Please describe your greatest accomplishment as a Squad Leader. *Follow up:* And what was your greatest challenge?

Greatest accomplishment:	Greatest challenge:



3. Why do you want to come back as a Squad Leader for 2011-2012? What new skills/further development are you looking to gain this year? *Follow up:* How will you challenge yourself to meet this/these goals?

Why want to come back:

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New skills/further development:

Self-challenge strategy:

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4. As a returning Squad Leader, new Squad Leaders will look to you as a role model. What leadership characteristics can we expect you to contribute to the overall Squad Leader team?

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5. Describe a time when you had to address a situation where a team member was not following the established group expectations. How did you deal with it? *Follow up (optional):* Looking back, how would you handle it differently?

Scenario:

How handled situation then:

How would handle it differently:

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6. As you know, the Squad Leader role is an ongoing time commitment from December 2011 until December 2012 and successful applicants are expected to make the position a priority. Tell us about a time when you had a role in which your commitment level suffered. What was the outcome? Looking back to your previous Squad Leader experience, was there a point that you found time management particularly challenging? Why or why not?

Role/Situation	Outcome:
Previous Squad Leader Experience:	

7. Having a Healthy Mind is integral to student success at university. What's one health and wellness-related challenge facing UBC students? What two wellness strategies would you recommend to a student facing this challenge? Please make at least one of your recommendations Faculty-specific.

Health and wellness challenge:	Coping strategies:



8. As a Squad Leader you are leading a group of MUG leaders. What kinds of support will the MUG leaders need in preparing for and fulfilling their role and how will you meet those needs?

9. This is an ongoing leadership commitment for one year that may have ebbs and flows of personal commitment. What are your other commitments this year (course-load, athletics, part-time work, other co-curriculars, etc)?

*Walk through the Squad Leader Calendar sheet with the candidate; highlight changes from past years. Take this timeline home and review the dates and times we've discussed; then, please complete the short survey at the link provided on the sheet by **Wednesday, November 30th** to confirm your availability and indicate any potential conflicts. This will be taken into consideration when we select successful applicants, and we expect you to be accountable to the information you provide.*

10. Is there anything else you would like to share with us that you have not yet had the opportunity to share, or any questions you have that you would like to ask?