

Sample Questions for Previous Employers

The following questions may be useful for reference checks:

- How would you describe the personal characteristics of the applicant?
- How does the applicant interact with children and youth?
- Why would this person be a good candidate for working with children and youth? Is there any reason this person should not work with children and youth?
- Have you seen the applicant discipline youth (other than his or her own children)?
- Is the applicant able to receive constructive feedback, particularly relevant to safety issues when working with children or youth?
- Did the applicant demonstrate appropriate boundaries with children and youth? If not, please explain.
- Would you hire this person again? Would you want him or her in your organization in the future?
- Is there anything you would want to say about the applicant that I have not asked?