

INCLUSIVE HIRING INTERVIEW QUESTION BANK FOR JUSTICE-INVOLVED WOMEN

The questions in this bank focus on dignity, potential, transferable skills, and growth opportunities rather than past mistakes. These questions are designed to focus on strengths, resilience, and readiness for employment, while ensuring the hiring process is inclusive, fair, and empowering.

1. OPENING & ICEBREAKER QUESTIONS

1. Can you tell us a little about yourself and what excites you about this opportunity?
2. What strengths do you bring to a workplace, and how have they helped you in previous roles?
3. What motivates you to do your best work?
4. Can you share a time when you overcame a significant challenge and what you learned from it?
5. How do you like to receive feedback and support in a professional setting?

2. SKILLS & WORK ETHIC

1. What skills have you developed through your previous work, volunteer experience, or personal growth?
2. Can you describe a time when you had to quickly learn a new skill or adapt to a new environment?
3. What are some responsibilities you've handled in the past that make you feel prepared for this role?
4. How do you stay motivated and focused when working on a task or project?
5. Tell us about a time when you worked as part of a team, inside or outside of work. What role did you play, and how did you contribute?

3. RESILIENCE, PROBLEM-SOLVING & GROWTH MINDSET

1. Can you share an experience where you faced an obstacle but found a way to work through it?
2. How do you handle stress or setbacks in a work environment?
3. What strategies do you use to stay positive and focused on your goals?
4. Describe a time when you took initiative to improve a situation or solve a problem.
5. If you encounter a conflict or disagreement in the workplace, how would you approach resolving it?

4. RELIABILITY & WORKPLACE READINESS

1. How do you prioritize your tasks to ensure deadlines are met?
2. Can you share an example of a time when you demonstrated dependability and commitment in a role?
3. How do you ensure you stay organized and manage your responsibilities effectively?
4. What does dependability mean to you, and how do you demonstrate it in your work or your life?
5. What are some ways you set and achieve personal or work-related goals?

5. FUTURE GOALS & CAREER DEVELOPMENT

1. What are you hoping to achieve in this job and in your career overall?
2. Are there any skills or professional development opportunities you're interested in pursuing?
3. How do you define success for yourself in a job, either paid or unpaid?
4. What kind of support or mentorship do you feel would help you thrive in your career?
5. If given the opportunity, how would you like to grow within this organization?

6. SECOND-CHANCE HIRING & REBUILDING CONFIDENCE

1. How do you want employers and colleagues to see you beyond your past experiences?
2. What are some barriers you've faced in finding employment, and how can we support your success here?
3. What does a supportive and inclusive workplace look like to you?
4. How have your experiences shaped the way you approach work and teamwork?
5. How can we, as an employer, create an environment where you feel respected and valued?

7. CLOSING & ENCOURAGEMENT

1. What else would you like us to know about you that we haven't asked?
2. Is there anything we can do to make this process more accessible or comfortable for you?
3. What do you need from an employer to feel empowered and set up for success?
4. How do you celebrate your achievements, big or small?
5. What excites you most about the possibility of joining our team?

These questions emphasize strengths, resilience, skills, and workplace readiness rather than focusing on past convictions. They ensure dignity and fairness in second-chance hiring while assessing candidates based on their ability to contribute positively to the workplace.