

BEYOND COURSEWORK Interview Outline

General questions:

- I read your mission statement [vision] and wonder if you might talk to me about that.
- How do you differ from other [ABA] organizations in the area?
- How long have most people been here on average? If the average stay is short follow up with why.
- How many people have moved up in credential in the last year?
- How long have those in leadership roles been in those positions? How many years of experience do they have in the field? As a leader?
- How often do you hire and how many people do you hire at a time on average?
- Can I shadow someone for a session/day?
- What would the first 3-6 months look like for someone like me coming in?
- How often would I be offered training opportunities? Follow this question up with what were the last 3 trainings offered and when were they? How are trainings conducted (hands on and interactive)?
- Can I shadow someone for a session/day?

Supervision specific questions:

- How many BCBA's and BCaBA's are on staff? How many supervision cases does each person have?
- Do the supervising BCBA's still practice in the field? If so, how often?
- How many different supervisors would I have?
- Does each case have one or multiple supervisors?
- How often would I be supervised?
- What do supervision sessions look like here?
- Do you/the supervisors have the qualifications to sign off on BACB supervision forms?
- Do you require anything additional from people to sign off on supervision forms?

Contractual agreement questions:

- What agreements do you have for non-employees/volunteers?
- Do you have a non-compete clause with your employees? If so, what exactly does that entail?