

Behavioural interview guide

The behavioural interview starts from real-life stories and extrapolates them to highlight the knowledge, skills and values. The interviewer can speak freely or be guided by questions about past experiences. Attention to values helps to understand the cultural traits and beliefs that facilitate or hinder successful inclusion. With migrants or refugees, the adviser must bring out life before and during the migration path, with tact, which is not easy, either because they do not want to talk about it or because they think their past life is not interesting for integration in the host country. He will establish an assessment in terms of skills acquired or to be reinforced, and will try to analyse how to transfer them to the new context and to what type of job.

Examples of questions

— Communication

What are you doing to learn the language? At what pace? How much time do you spend?

Have you felt the need to take a course to learn faster?

Besides the language, what are the differences in the way we communicate?

Have you ever been embarrassed or surprised? When was this?

Have you ever succeeded in doing what you wanted to do despite the difficulty in speaking? How did you do it?

— Teamwork

Did you arrive alone?

Did you work with other people to organize the trip?

Who do you live with? Are you in contact with people from your country? Do you know many local people?

When you encountered a difficulty, how did you react? Did you face it alone?

Do you participate, even from a distance, in the life of your country?

Do you belong to an association?

— Time management

How do you organize yourself? Are you ever late for an appointment? Early for an appointment?

Generally, what is the reason for this?

Do you find the time to do everything you want to do?

What do you think of the rhythm of life here?

— **Problem solving**

What was the last problem you solved?

Do you ask for help from your family? From associations? From other organizations?

When you arrived in France, what problems did you encounter? Were you able to solve them? How did you solve them?

— **Learning to learn**

What do you do to learn the language? What is most effective?

What have you learned since you left? Since you have been here?

Do you learn more on your own or with others?

How do you feel about something new?

When you can't do something, what do you do? (ask someone for help, look at what others are doing, think...)

Is there anything difficult that you know how to do? How did you learn it?

— **Creativity and critical thinking**

What surprised you the most when you arrived?

Are there things you don't understand?

Can you give an example of a situation where you changed your point of view or your way of acting?

In which way are you different from others?

— **Managing Conflict**

What is a conflict for you? Can you give an example? How did you experience it?

What might be the reasons that lead you to a confrontation with someone? And those that lead you to avoid a confrontation?

Is it easy to defend your opinions?

— **Management of responsibilities, initiative**

Have you had responsibilities? In what area? And currently?

Who do you have to take care of?

Have you ever had the feeling that you were not up to the task?



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