

Integrating Asset-Building Language into the Recruitment Process

Pre-Interview Considerations

	We do this well	Needs work	We cannot or should not do this at this time
1. Include asset language in job postings. For example: "At ABC organization we use the asset-building approach in our programs, practices and individual interactions with young people in order to achieve our mission. We emphasize the importance of building meaningful relationships."			
2. List Developmental Assets® knowledge as a requirement for applicants.			
3. Ask children, youth and staff currently in the program what qualities they think are needed on the team and develop interview questions that will identify these qualities in candidates.			
4. Consider implementing a policy where internal candidates are considered before external candidates.			
5. During phone pre-screen interviews, ask candidates if they are familiar with assets and what their experience is with relationship building with children, youth and co-workers.			
6. Invite candidates to bring an item or a story with them to the interview that represents their view of children/youth and that they can talk about.			
7. Offer flexible interview timing to allow evening and weekend options for candidates.			
8. Consider providing candidates interview questions in advance.			
9. Explain to candidates who they should expect to meet during the interview.			

For more information visit the Search Institute www.search-institute.org



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