



# ***Rosh Hodesh: It's a Girl Thing!***

## **Sample Interview Questions to ask a potential Group Leader**

*We hope these questions will help you select the most capable group leaders. Below some of the questions are examples of positive responses from potential group leaders.*

1. Why are you interested in leading a *Rosh Hodesh: It's a Girl Thing!* group?
  - Love working with girls
  - Believe in the mission of the program
  - Want to facilitate a Jewish identity and empowerment process for girls
  
2. What professional experiences have prepared you for this position?
  - Teaching
  - Camp Counselor
  - Facilitating groups
  - Youth group advisor
  
3. What personal experiences have prepared you for this position?
  
4. With what age group do you have experience working?
  - 12 – 18
  
5. Please name three key skills/attributes of a successful facilitator in this kind of setting
  - Organized – takes care of administrative details, planning, and preparation
  - Able to make participants feel welcome, heard and appreciated
  - Responsible leader – able to assert herself when necessary and facilitate the group meeting's goals
  - Role model
  - Flexible – able to think on her feet and adapt things when necessary
  - Creative
  - Willing to take a risk – go beyond comfort zone with modalities/material that may be new
  - Kind, warm and FUN!

6. What do you see as the difference between a facilitator and a teacher?
  - A facilitator guides the group without appearing to be central to it
  - The process is more relaxed and informal
  - The facilitator encourages/enables girls to experience their Rosh Hodesh group as different from a typical school/classroom setting
  - The facilitator guides participants and responds to the needs of the group
  - Leadership is shared with group participants whenever possible
  
7. What issues do you think that girls are facing these days?
  - Media influence – dealing with mixed messages, emphasis on appearance, etc.
  - Peer pressure/social dynamics/friendship issues
  - Bullying, expressions of aggression
  - Eating disorders, body image
  - Dating/relationships
  - Drug and alcohol use
  - Internet use, on-line relationships, ambiguous boundaries
  - Individuation, family dynamics
  - Defining a personal Jewish identity
  - Pressure to achieve/overscheduling/college admissions
  
8. What would you do if a group participant talked about thoughts of suicide?
  - Inform supervisor and develop a response together
  - Avoid playing the “therapist” and trying to solve the problem or probe further during the group
  - Avoid making it a group discussion – address it after the group meeting at the appropriate time and include the necessary adults
  - Refer to the ground rules established as part of the group development (breaking confidentiality when there are concerns about safety)
  
9. What other professional commitments do you have?
  - It is critical that candidates understand that being a group leader requires at least two to three hours a week for planning, administrative details, shopping for materials, becoming familiar with the monthly curriculum, participating in national group leader conference calls, and facilitating the meetings. The professional time commitment is more than just the group meeting times.
  - Candidates need to consider if they can attend the required two day *Rosh Hodesh* group leader Training Institute in the summer.
  
10. What questions do *you* have?