

# INTERVIEW QUESTIONS TO UNDERSTAND A CANDIDATE'S FAMILY LIVED EXPERIENCE



As Family-Run Organizations (FROs) hire family peers, they want to know that their potential new employee has the lived experience necessary to effectively support families of loved ones with mental health and/or substance use challenges. Please note that employers of family peers are permitted to ask questions about a potential employee's personal life experiences because they are "bona fide occupational qualifications" necessary to perform the job duties of family peer support.

Asking questions during interviews like the ones below can illuminate individuals' family lived experience.

- ▾ Many of us come into this kind of work because we have had experiences in our own lives which drive our passion for improving the lives of families. Can you share a little bit about yourself and how experiences in your own life allow you to understand this work in a more complete way?
- ▾ Can you share a little bit about yourself and how experiences in your own life allow you to understand this work in a more complete way?
- ▾ Give an example of a time you have advocated for yourself or someone else.
- ▾ What are some of the agencies/systems that you have navigated in your journey supporting a loved one? What were your greatest challenges and where did you see success?

- ▾ Have you actively participated in an IEP meeting, behavioral health support team meeting, or another meeting about your loved one's support?
- ▾ Family Peer Specialists are often considered to be "change agents" within organizations. How will your experiences help you to be a change agent?
- ▾ Why do you want to become a Family Peer Specialist? Why do you think it is important for Family Peer Specialists to share their experiences?
- ▾ Briefly describe the most valuable assistance/support you have received as a parent/caregiver.
- ▾ Tell us about what unique life skills from your personal journey you bring to the table for the families you would support.
- ▾ What has worked well for you when navigating the various systems your loved one was involved in (school, mental health, justice, etc.)?
- ▾ This position requires you to share your family's story. What parts of your story are you willing to share with us today?
- ▾ Do you have any life experiences that would make you valuable to this program?
- ▾ Part of the role of a family peer is to model recovery by sharing some of your own personal experiences. Would you be comfortable doing so now?

You may choose to use some of these questions in pre-interview screening written assignments. You can also use some of these questions to develop role plays or propose scenarios where the family peer applies their lived experience to a potential situation they could encounter in their work. Learn more about how to support Certified Family Peer Specialists candidates [here](#).

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