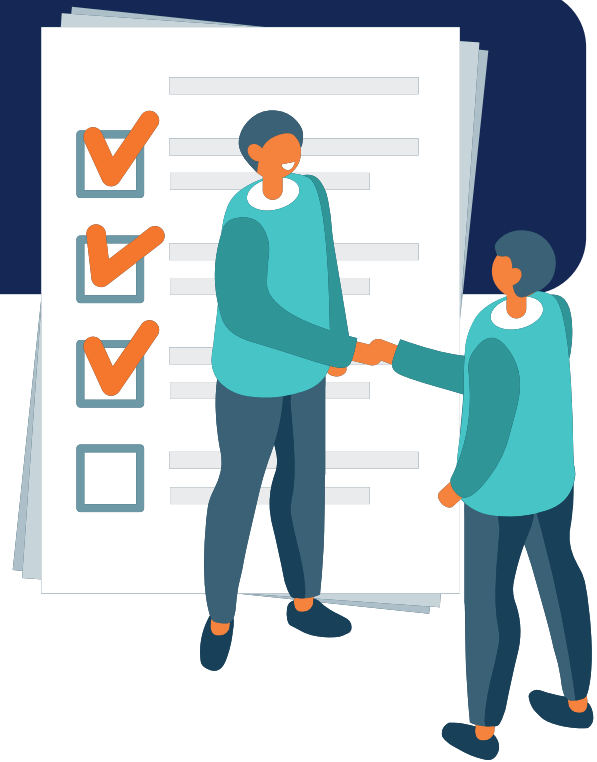


# DIS Interview Questions

As jurisdictions prepare to hire and onboard new DIS with supplemental funding, equitable hiring practices are instrumental to bringing on diverse DIS staff that represent the communities they serve. NCSD has gathered a list of sample interview questions that focus on some of the softer skills required of DIS with the intention of centering more equitable hiring.



## Soft Skills

- What is active listening, and why do you think it is important for this job?
- Being a disease intervention specialist often involves motivating individuals to get blood testing or receive medical care. How do you motivate others? Please provide a specific example.
- What is your approach to dealing with discussions about potentially difficult topics, such as sex, race, gender identity, and sexual orientation? Please provide a specific example.
  - How do you see these topics influencing health equity?
- What is your definition of equity? How do you encourage people to intentionally consider equity through their work (during chalk talks, team meetings, conversations with other health department staff, etc.)? Please provide a specific example.
- Because of the time sensitive nature of disease intervention, this job requires you to manage your own schedule to meet with clients promptly. What strategies do you use for time management?
- Tell us how you stay organized.
- How comfortable do you think you will be probing into areas of someone's personal life? Do you believe there are areas that are off-limits?
- How comfortable are you with discussing any topic related to sex?

## Experience

- What is one challenge and one success you've had working with Black, Indigenous, and People of Color (BIPOC) and LGBTQ communities?
- Describe how your career has been enhanced by exposure to diverse people, places, or experiences. Please provide a specific example.
- What steps have you taken to reduce bias and champion diversity understanding in your work? Please provide a specific example.
- What is the most enjoyable job you have ever had? Tell me why it was so enjoyable.
- What is the least enjoyable job you've had? Why?
- How do you like to be supervised?
- Ask something specific to the community the person will be working in.
- If called for, how are you with collecting/handling body fluids?
- What past experiences qualify you for this work?



## Situational Questions

- Tell me about a time when you have taken steps to ensure everyone on your team or within your community felt included. Describe the situation, the actions you took, and the outcome.
- Tell us about a time when you changed your style to work more effectively with a person from a different background.
- Tell us about a time where you had to use thick skin to get through a tough situation.
- Describe a time when you successfully persuaded another person to change their thinking or behavior.
- Tell us about a time that you had to deliver bad news to someone. How did you deliver it, how did they receive it and how did you turn the situation around?
- Tell us about a time that you had to deal with an angry and irate client/co-worker/friend, etc. What was the issue and how did you handle it?
- Share an experience in which you taught a difficult or confusing principle or concept. How were you able to be successful?
- Tell us about a time you made a mistake on the job.
- Tell us about a time when you had to work on a team to get a task done. What was the task and what was your role?
- Tell us about a challenging experience you have had in a previous job and how you handled it.
- Tell us about a time where your on the job training wasn't going as planned. How did you deal with that?
- Tell us about a time where your work was busy and you were experiencing a high volume of tasks. How did you handle your busy workload? How did you prioritize your tasks?
- We often have to inform someone of a positive STD result. Give me an example of how you might give someone their results.
- Tell me about a time when you needed to adjust your approach with a colleague, client, or friend because you were not getting the results you wanted.
- You are prepared to visit with 36-year-old patient named John Sullivan. You have been notified by the front desk staff that John is waiting for you in the lobby. You go out to the lobby and call for John, and a woman stands up and approaches you. How do you proceed?
- You are doing fieldwork, and you arrive at the house of someone who was named as a contact on one of the cases you interviewed. When you pull up, you notice that there are 4 males on the porch, and you suspect that they have been drinking. How do you assess the situation and what factors would help you decide whether or not to attempt this visit?
- Work through a role play partner services situation.

## Knowledge

- This position requires being resourceful in locating individuals. Tell us some techniques you might use in trying to locate someone.
- Tell us what you know about sexual health, STD/HIV, and community resources related to this work.
- Tell us the process of venipuncture. What do you do in the case of a needle stick?
- Describe to me what you already know about DIS work.

