

Band Specialist Interview Questions Inventory

1. Tell us what you know about this school. What do you know about the music department?
2. What do you expect your role to be here at the school?
3. What kind of working environment would be ideal for you to carry out your teaching duties?
4. In a group setting, are you a team player or a leader? And why?
5. Have you ever had difficulty with a colleague? Can you describe the situation and what did you do to resolve the conflict?
6. Describe a time when you were in a high-pressure situation. How did you handle it?
7. Can you tell us about a time when you had to be flexible and adaptive?
8. Describe a situation in which you were able to use persuasion to successfully convince someone to see things your way.
9. Can you tell us about a time when you had to go above and beyond the call of duty in order to accomplish a task?
10. Give an example of a time when you were able to successfully communicate with another person when you and the other individual had differences of opinion or did not agree with certain ideas?
11. What steps do you follow to study or understand a problem before making a decision?
12. Can you tell us about a time when you had to handle multiple responsibilities? How did you organize or prioritize your tasks in order to accomplish the work you needed to do?
13. Tell us about a time when you had to deal with a student-musician who was being difficult. How did you handle the situation?
14. Tell us about a past experience of working with a student-musician who did not understand a particular concept. What did you change about your approach so that the student-musician would achieve success?
15. What kind of goals and objectives would you have for the band program? Choose one of the goals or objectives and tell us how you would go about meeting it.
16. Do you have plans for academic advancement or professional development?
17. Is there anything that you wanted us to know about yourself that we haven't talked about? What are some things you like to do in your off-time? Can you tell us one unique thing about you?
18. If you did not have to teach for a living, what would you be doing?
19. Why do you think we should hire you?
20. Do you have any questions for us?

Prior to the interview:

1. Welcome interviewee, and break the ice.
2. Introduce interviewers
3. Brief description/review of the position
4. Interview will take about 45 minutes to an hour and will be followed by an observation of the candidate teaching a class.
5. We might look at our watches or take notes, but take your time in answering questions.

Following the interview:

6. Opportunity to ask questions.
7. You'll hear from us by the first week of May at the latest.
8. Thank them for their time.

Past Behavioural Indicators and Professional Qualities:

- Does the person appear to have any nervous habits?
- How is the eye contact?
- Do they nod their head overtly even when there is nothing to acknowledge?
- Are they overagreeable?
- Do they take notes or have questions prepared?
- Testing them with silence. How do they handle it? Do they feel pressured to fill the time with needless conversation?
- How are they dressed? Are they presentable?
- Through the answers to the questions, do they exhibit aspects of teamwork, leadership, communication skills, rapid learning, flexibility, and initiative?

Notes about the Interview Questions:

- In question number 4, the correct answer to exhibit flexibility is that the candidate would be "either" depending upon the situation.
- In question number 20, most candidates will ask at least one question to demonstrate understanding, interest, or depth inquiry.