**Interviewing YA Peer Mentor Candidates**

**Basic Guidelines:**

* Review the job description with the candidate
* Advise the candidate that they must be able to talk about their recovery
* Make clear that it is essential that the candidate be able to serve as a role model
* Ask about prior work history
* Include youth/YA as part of the interview process (second round)

Questions to Ask:

* Why are you interested in being a peer mentor?
* Why do you think that you will be a good peer mentor to youth and young adults with mental health challenges?
* What makes you relatable to young adults with mental health struggles?
* What does peer mean to you? What does mentoring mean to you?
* This job requires sharing some personal experiences when it makes sense in your work, what do you think about this?
* What personal life experiences might you share that will validate, motivate, inspire and support young people as they navigate their transition to adulthood?
* How will you engage young people? What ideas do you have for activities to engage youth and young adults?
* What have you learned through your own use of services that you think might be useful as a peer mentor?
* Can you tell me about a time that you experienced conflict with a coworker? How did you handle it?
* What are your personal life goals? Do you see this position as a stepping-stone to your long-term career goals?
* As a peer mentor, how will you maintain healthy relational boundaries on the job?
* How many hours a week would you ideally like to work? What about nights and weekends?
* Working in community mental health can be stressful at times. How will you remain resilient on the job? What do you do to manage stress? How might you model this for young people? (and let them know about the support that the agency will provide for them).
* Are you employed elsewhere or going to school? Will you continue with these commitments?
* What are areas that you personally want to grow in as part of this position? What do you want to learn?

Want more tools? Visit: <http://www.cbhknowledge.center/young-adult-peer-mentoring-overview/>

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