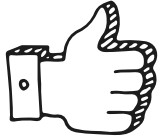


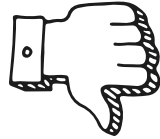
Ollie

Parent Interviewing Tips



DO:

- **Show up.** Be prepared and on time.
- **Break the ice.** Ask about hobbies, interests and siblings.
- **Be thoughtful.** Review his or her resume in advance and put some time into your questions.
- **Listen carefully.** Put away your phone and make eye contact.
- **Dress the part.** Wear what you expect your interviewee to wear.
- **Be enthusiastic.** Excitement is contagious, so be passionate about the opportunity.
- **Make connections.** Same major? Both runners? Lighten the tone by finding things in common.
- **Be thought-provoking.** Ask questions that lead to insightful, on-the-spot answers.
- **Ask for references.** It's never too early to instill the need for credibility.
- **Be clear about what you want.** Make sure you're both on the same page.



DON'T:

- **Ask rapid-fire questions.** These are kids: give them time to process and respond.
- **Interrupt.** Teens — like anyone — will perform better when they feel at ease.
- **Complain about past experiences.** And never mention another child by name.
- **Write off a candidate during the interview.** Let the impression sink in a little, and take the entire scope of his or her qualifications into account.
- **Set a bad example.** Mirror the behavior you expect in return.
- **Be condescending or disrespectful.** These teens are stepping up and deserve to be treated professionally.