

Behavioural Screener User Guide

The Behavioural Screener is an assessment that is conducted at the second interview. It should be conducted in-person if possible. This assessment helps practitioners assess a client's readiness for the Homeward Bound Program. When conducting this assessment, you should always look for:

- A clear, direct answer to the question being asked
- A specific example or situation, if being asked to provide one
- Professionalism and non-verbal engagement in the conversation



Question	Look for evidence of:
1. What makes you need HB right now?	<ul style="list-style-type: none"> ○ Strong understanding of the program elements ○ Reference to an employment or career-related goal
2. Tell me about a typical day/week in your life right now.	<ul style="list-style-type: none"> ○ Ability to stick to a balanced work-life routine ○ Multitasking ability
3. Give me an example of a time when you committed to do something for yourself and were able to meet it or achieve it.	<ul style="list-style-type: none"> ○ Ability to set and complete measurable goals ○ Ability to prioritize their own needs over competing priorities (children, work) ○ Self-accountability
4. What are your school/work related goal(s)?	<ul style="list-style-type: none"> ○ Goals are directly related to program elements ○ Goals are realistic and can be reached within four-year time frame
5. Based on your knowledge about HB, what do you think are its strengths and limitations (as a program)?	<ul style="list-style-type: none"> ○ Understanding that one of the program's core strengths is the range of supports given to clients (case management, action planning etc.) ○ No major negative preconceptions of the program
6. List three words that you would use to describe yourself.	<ul style="list-style-type: none"> ○ Good self-awareness of strengths ○ Willingness to improve on deficits
7. If someone wrote a biography or a story about you, what would the title be?	<ul style="list-style-type: none"> ○ Self-determination and strong desire to look ahead to the future (especially if the client has experienced significant barriers, hardship, trauma, etc.)

Question	Look for evidence of:
8. What has been your most rewarding accomplishment (not including having children)?	<ul style="list-style-type: none"> ○ Evidence of a professional accomplishment, or a personal accomplishment related to self-improvement ○ Interests/hobbies outside of motherhood
9. How do you respond to feedback?	<ul style="list-style-type: none"> ○ Willingness to listen and respond to feedback ○ Eagerness for personal growth
10. Tell me about a challenging situation that you encountered, and what you did to overcome it?	<ul style="list-style-type: none"> ○ Ability to problem-solve independently, or with limited assistance ○ Resourcefulness, self-reliance and creativity in the face of adversity/challenges ○ Resilience and capacity to learn/grow from challenging situations
11. Describe a situation when you had a positive influence on others.	<ul style="list-style-type: none"> ○ Positive attitude and/or relationships ○ Willingness to contribute to their community/neighbourhood etc.
12. When did you last work in a group setting? What was your contribution to the group?	<ul style="list-style-type: none"> ○ Understanding of what good teamwork skills are ○ Good self-awareness of how they are perceived by others ○ Willingness to participate in/lead group activities
13. How do you balance your family life with other responsibilities (work, school, appointments)?	<ul style="list-style-type: none"> ○ Ability to multitask and prioritize ○ Self-reliance and creativity around managing responsibilities ○ Family or personal time commitments won't be overwhelming
14. What supports do you have in place for childcare? What are your backup plans?	<ul style="list-style-type: none"> ○ Specific plan, and backup plan, in place for emergency childcare ○ Clearly able to articulate what supports are needed by their children
15. Tell me about a time when you had to deal with another person even when that person may not have personally liked you, or vice versa.	<ul style="list-style-type: none"> ○ Conflict resolution/negotiation skills ○ Interpersonal skills ○ Respect for others with diverse backgrounds/beliefs/experiences
16. Tell me about a time when you experienced high stress/feelings.	<ul style="list-style-type: none"> ○ Ability to recognize when they are experiencing stress ○ Ability to cope/manage within a high pressure situation ○ Stress management techniques/methods