

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"> <input type="radio"/> Evidence of a professional accomplishment, or a personal accomplishment related to self-improvement <input type="radio"/> Interests/hobbies outside of motherhood
9. How do you respond to feedback?	<ul style="list-style-type: none"> <input type="radio"/> Willingness to listen and respond to feedback <input type="radio"/> 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"> <input type="radio"/> Ability to problem-solve independently, or with limited assistance <input type="radio"/> Resourcefulness, self-reliance and creativity in the face of adversity/challenges <input type="radio"/> 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"> <input type="radio"/> Positive attitude and/or relationships <input type="radio"/> 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"> <input type="radio"/> Understanding of what good teamwork skills are <input type="radio"/> Good self-awareness of how they are perceived by others <input type="radio"/> 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"> <input type="radio"/> Ability to multitask and prioritize <input type="radio"/> Self-reliance and creativity around managing responsibilities <input type="radio"/> 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"> <input type="radio"/> Specific plan, and backup plan, in place for emergency childcare <input type="radio"/> 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"> <input type="radio"/> Conflict resolution/negotiation skills <input type="radio"/> Interpersonal skills <input type="radio"/> 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"> <input type="radio"/> Ability to recognize when they are experiencing stress <input type="radio"/> Ability to cope/manage within a high pressure situation <input type="radio"/> Stress management techniques/methods