

Interviewing Skills Summary

1. Your goal is to bring out the candidate's best ASL. You are the candidate's ally.
2. **Model** ASL for the candidate. This means:
 - a. Don't code-switch to more Englishy signing.
 - b. Mouth movements must match natural ASL signing.
3. If candidate doesn't understand:
 - a. Repeat the question just as you signed it the first time.
 - b. Repeat, but more slowly.
 - c. Re-phrase the question with ASL syntax (don't change to English syntax).
 - d. Rephrase again...slow down...etc.
 - e. Do not use more fingerspelling
4. NEVER show frustration. NEVER. No, not even then.
5. 20 minutes, three topics.
 - a. work
 - b. family/home
 - c. hobbies/free time activities
6. Beginning the interview
7. Challenging, follow-up and probing questions
8. Changing topics
9. Ending the interview