

# Mind the Gaps

## *Psychological Assessment Interview Guide*

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Candidate Name

Date of Interview

*\*Note for interviewer before you begin. During this interview, look for the following:*

- *Teachable attitude*
- *Ability to work under authority*
- *Personal stability*
- *Personal autonomy and the ability to see a project through*
- *Abnormality or weakness in the past or present, which may cause future problems*

1. Explain reasons for psychological assessment:

- *Because cross-cultural adjustment and living is a stressful process*
- *Because living internationally can bring out our weaknesses*
- *To point out where stress might be most severe and to help prevent problems*
- *We want to know that any difficulties you might face could be taken care of here*

2. Interview outline: Take notes for each area.

A. Personal History:

- Early development
- Adjustment and achievement in school
- Job satisfaction
- Use of leisure time
- Experience with drugs and alcohol
- Sexual orientation and experience
- General outlook on life
- Coping with stress
  - How do you generally cope with stress?
  - Describe a situation where you were faced with a challenge that caused you stress
  - How did you handle it?
  - Would you tend to under eat or overeat in times of stress?
- How do you react when things do not go as you planned?
  1. Trust God
  2. Pray about it
  3. May upset me at first

- Prior cross-cultural adjustment experience [*If none, skip to next question*]
  - Have you spent 6 months or more living in a different culture than the one in which you were raised?
  - Describe your time of adjustment to the culture
  - Would you assess your adjustment after 6 months as:  
Excellent            Good            Fair            Poor  
Why?
  - What methods did you use to cope during the period of adjustment?
  
- Adjustment to a very new situation:
  - *Think about a time in your life when you had to adjust to a very new situation (such as a death of someone close to you, moving to a different city, having a child, a close person being very ill, a life threatening illness yourself or a personal accident, etc.)*
  - Describe your time of adjustment
  - Would you assess your adjustment after 6 months as:  
Excellent            Good            Fair            Poor  
Why?
  - What methods did you use to cope during the period of adjustment?

B. Family History:

- Places lived
- Birth order
- Parent's jobs
- Any psychiatric illness in the family: mood disorders, drug or alcohol abuse, neglect, sexual abuse, and relationship dysfunction between parents. [Include any persons closely involved in the applicant's life].
- Was there a period of time when your father was absent from your home?
  - Total number of months or years \_\_\_\_\_

C. Present physical symptoms and medications, if any.

D. Previous psychiatric history and treatment, if any.

E. Describe your personal relationships with:

- Parents
- Spouse
- Children
- Employer / Co-workers
- How do you feel you relate to others?
  1. Enjoys being with others, relates well
  2. Good – Enjoy people, but like to be by myself
  3. Takes a while to get used to me, a loner.

F. Applicant's own opinion of his/her personality:

- Adaptability
- Self-esteem
- Ability to work out problems
- Christian maturity

G. Reaction to the type of stressors missionaries face.

- *There is civil unrest in \_\_\_\_\_ (insert current event) This nation is currently in a state of political instability. Various political groups call attention to their issues by supporting general strikes. During these days or hours, transportation is disrupted and travel plans have to be adjustable to the situation. Sometimes the situation can become violent.*
- How will you deal with this situation?

H. What is the attitude of your family and siblings to your decision to work cross-culturally / internationally / in ministry, etc.?

I. Why did you take your current job and living situation?

J. Any other concerns or observations?

3. Which psychological test did you use?

- 16PF
- FIRO-B
- Other \_\_\_\_\_

4. Review and evaluate Key Questions for Missionary Candidates along with the Reference Questionnaire and Candidate Application.

5. Summarize the results of the Interview and the tests performed and assess for suitability of overseas work. Include the candidate rating from the Scoring Instrument.

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Signature of Interviewer

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Date