



The Interview Process: Sample Scenarios to ask a potential peer

Interview Scenario

The following scenario may be used to assess the candidates' general approach to being a peer. The interviewer should be sure to observe if the candidate listens and asks open-ended questions, gives too much information, talks too much about him or herself, and is able to establish rapport.

Scenario: First Meeting between the Peer and the Client

A newly diagnosed HIV-positive female (known for 2 weeks) comes in for a second office visit with the doctor to discuss lab tests. The client understandably is distraught, scared, ashamed, and is trying to make sense of the diagnosis. The client shares with the doctor that she is not telling anyone about her diagnosis but also feels isolated by her decision not to disclose. The doctor refers her to you.

What would you talk about in your first visit with this woman, and why?