Screening the Whole Applicant
The importance of motivation interviews
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There is power in the sentence:
"We talk to everyone before they head into the wilderness"

• Built trust with parents. Apprehensive parents were more comfortable.
• Built trust with students. It increased students confidence going in.
• Built trust with field staff. Higher student buy-in allowed our staff to develop a
more cohesive group, earlier on.
Where an incident occurred in the filed, the TRUST was already established with
these parties which set our team up for success in dealing with issues post course.

Diminished incident rate:
For COBS, a strong interview policy contributed to a statistically significant drop in
motivational and behavioral incidents, as well as the level of undisclosed issues.

Review your 2013/2014 Incidents:

What was your rate of undisclosed issues? Were they primarily medical or
psychological? How could you use open ended interview questions to target your
highest areas of undisclosed issues?
Could those questions be asked to all participants?

What are the medical or psychological issues that your staff struggle with the
most in the field? Are these issues important for your organization to be able
to accommodate? If not, how can you use interviews to provide a more nuanced
screen for participation? If they, how can interviews be used to better prepare staff
and participants before the program?

Community:
Our interview commitment was a catalyst for improved relationships between field
staff and our admission department. Can this relationship be improved?
HOWEVER being on the phone doesn’t mean anything without substance and purpose.

The next time you approach a student interview ask yourself:
Who are you talking to? Have you tailored your approach to their age/experience?
Why are you talking with them? Do your questions serve a purpose?
How are you talking with them? Is your goal to build confidence or set boundaries?
What will you do with this information? How will you share the stories you hear?

COLORADO OUTWARD BOUND SCHOOL