**Classroom Counseling Lesson Plan**

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| **Lesson Title**  | **Grade Range** | **Time Needed** |
| Practice in Interviewing (modified from the Career Development Facilitator Training Manuel 2002) | 11-12 | 45 minutes |

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| **Domain** | **ASCA Mindset Standards** | **ASCA Behavior Standards** |
| Career | 2, 4, 5 and 6 | LS1, LS2, LS9, SM2, SM7, SM10, SS1, SS2, SS6, SS7 and SS9 |

**Learning Objective:**

* **To develop interview and employability skills.**

**Supplies/Materials:**

* **Interviewer questions and discussion questions.**

**Outline:**

* Divide students into groups of three. Assign student group members one of each of the following roles: interviewer, interviewee, and observer. As interviewer, use the following questions:

a. Tell me about yourself.

b. Tell me why you would like to work for our company/organization.

c. What experience do you have that would lend itself to this position.

d. Tell me about a time when your work or previous employment didn’t go as well as you would have liked, and how you handled that situation?

* As interviewee, respond to the preceding questions. As observer and interviewer, each participant should provide feedback to the interviewee regarding what you liked and felt could be improved in the participant’s responses.

**Process Questions:**

* Once everyone has had a chance to play each roll, the class will discuss the following questions together as a group:

a. What was it like to play the role of the interviewee? The observer? The interviewer?

b. Was any part of the observer role challenging?

c. As the interviewer, what kinds of responses/behavior impressed you?

d. If you were preparing for an interview, what kind of feedback would you want from an observer? How would you want the observer to couch their feedback?

e. What did you learn from this activity that would be helpful in your first job interview?