

# Getting Ahead Recruiting

## Interview questions – inviting people to participate in GA

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### Suggestions:

Interview prospective investigators with a GA Graduate who might also be acting as a co-facilitator.

Identify your own agenda? Who do you really want as investigators? The Getting Ahead agenda is to be the “...means by which men and women deal critically and creatively with reality and discover how to participate in the transformation of their world.” If your agenda is more specific than that (employment, education, recidivism, Circles, etc.) you need to be clear about your agenda while recruiting members. See pages 6-8, and 27-28 in the *Facilitator Notes for Getting Ahead*.

### Topics:

#### 1. Ability to attend all workgroups:

##### Issues of stability

- Able to make all sessions (show dates, better yet providing a small calendar with the dates marked)
- What might keep you from attending on these days?
  - Conflicts with other standing appointments, meetings, work schedule
  - Transportation
  - Costs
  - Child care - activities that children are involved in
  - Crisis at home, having to move, caring for others, domestic violence
- Problems with alcohol/drug use; yours or others
- Mental health issues,
- Physical issues

#### 2. Willingness to work with other investigators.

- Willing to help create and live by group rules
- Do your share of the investigations
- Do make up sessions to stay on track with the group

#### 3. Motivation

Remember that GA is where people in poverty often find their motivation so I don't recommend that you make that a determining factor when recruiting investigators. If, however, you choose to ask about a person's motivation I suggest you read the information about the Stages of Change in the *Getting Ahead* workbook, pages 35-36. Don't expect people to be at the Action stage.

These are the Stage of Change, where would you place yourself now regarding your situation?

Precontemplation

Contemplation

Preparation

Action

Maintenance and Relapse Prevention

4. Here are some additional questions about motivation:

- Have you given some thought to making some changes in your life?
- Have you interested in helping people in poverty?
- Are you interested in helping your community find better ways to help people get out of poverty?
- Would you be willing to give time and energy to this effort (Bridges and Getting Ahead) beyond participating in these Getting Ahead sessions?

5. Interview Questions from Hope House in Findlay Ohio:

These questions come after we have already shared extensively about what the class has to offer and have gathered personal information such as name, address, income, number of children, day/time availability and reason for attending the class. During our face-to-face meeting with each potential Investigator we ask:

- What are your goals for the next 6 months to 1 year?
- What do you see as the major challenges facing you in reaching those goals?
- What do you hope to get from the class?
- Tell us about your work history.
- Tell us about your criminal history. While it will not keep you out of class, we want to make sure we support you appropriately when you graduate from Getting Ahead and need to go into that phase with our eyes open.
- Do you have any current or past involvement with Mental Health services?
- Do you have any current or past substance abuse issues? If so, what treatment have you sought?
- Tell us about you.