

## Empathy Interview Example Questions

The following questions offer some examples from protocols used by teams in various contexts.

Topic	Examples
Attendance (MS/HS)	Tell me about a day you really wanted to go to school. Tell me about a day you didn't want to go to school. Tell me about a recent time you couldn't make it to school.
Adult Learners (University/ College)	Tell me about a time you felt your post-university/college dreams were supported by someone. Suggested probes: Who was it? How did you know you were supported? What did support feel like and look like? Tell me about your most rewarding experience at this institution. Suggested probes: Why do you think.., tell me more about..., What do you mean by..., How did it make you feel?
Relationships + belonging (MS/HS)	Tell me about the place you spend time that makes you feel comfortable being yourself. Suggested probes: What does it feel like? Tell me more about___ Why do you think___? Tell me about a time and place where do you feel most welcomed and included? Suggested probes: Tell me more. How do you know you are welcomed and/or included? What does it look like, sound like, or feel like
Organizational culture/trust (adult employees)	Tell me about a time you felt welcomed and included in something at work. Tell me about a time you didn't feel welcomed or included. Tell me about a time you felt your voice was heard. Tell me about a time when your voice wasn't heard.
Year 13 (HS/ graduates)	Tell me about the time when you selected classes for your senior year. What was that like? Suggested probes: How did you select courses? Why?
Parent/school partnerships (family members)	Tell me about a recent time you visited your child's school. What was the visit like? Tell me about the best/worst visit to your child's school.
Cultural Awareness and Professional Learning (3rd graders)	Tell me about a time you felt like an adult at school respected and cared for you. Tell us about a time you or someone you know was treated unfairly or differently from other students. When was a time you were really excited about school? What were you doing? What did it sound like, feel like, and look like during this experience?
Retaining teachers of color (educators of color)	Tell me about a time you felt affirmed in your racial identity. Tell me about a time you didn't feel affirmed in your racial identity.

For more information or for help building an empathy interview practice, email [info@communitydesignpartners.com](mailto:info@communitydesignpartners.com)

