

Empathy Interviews:

Question examples

This is a list of examples from empathy interview protocols. To learn about empathy interviews, start here: <https://studentpoweredimprovement.com/resource/empathy-interviews/>

Topic Area	Sample questions All questions should be followed by suggested probes starting with: What did it feel like? Tell me more about ___ Why do you think ___?
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.
Relationships + belonging (MS/HS)	Tell me about the place you spend time that makes you feel comfortable being yourself. Tell me about a time and place where do you feel most welcomed and included?
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.
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?

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Retaining teachers of color (educators of color)	<p>Tell me about a time you felt affirmed in your racial identity.</p> <p>Tell me about a time you didn't feel affirmed in your racial identity.</p>
Adult Learners (University/ College)	<p>Tell me about a time you felt your post-university/college dreams were supported by someone.</p> <p>Tell me about your most rewarding experience at this institution.</p>

For more information or for help building an empathy interview practice, email
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