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INTERVIEW REFLECTION

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The interview process is nerve-wracking. I feel like I am taking a test, and I feel anxious even though I have practiced and prepared for possible questions. Of course, it is helpful to prepare in advance, but the interview itself is still very stressful. My partner and I worked together to discuss possible questions that may be out of my wheelhouse. She knew I could answer questions specifically about Huguenot and George Wythe high schools, so she wanted to focus on answers I might struggle with concerning areas I may not have much experience in, such as discipline.

I think of myself as a worker queen bee, one who can lead and do the work. Unfortunately, interviews afford the interviewers the ability only to see a portion of my capability. I also struggle to demonstrate who I am and how I can be an effective leader. As a result, I view the interview process negatively and as a necessary hindrance to my moving ahead as an assistant principal.

MY RESPONSES

I think the questions Ms. Gregory asked of me were tough and fair. She knew that I have the schools' data because of the previous assignments that we worked on together, so she focused on discipline, culture, community, communication, and prior leadership experience in an urban setting. However, I was still nervous and rushed through my responses. I felt as though I needed to slow down and take my time to think through what she asked me before responding.

As a school librarian, my interaction with students is different than that of classroom teachers. Students feel as though they can be themselves with me, so my interactions rarely are confrontational or require discipline. I had to think about the few times I have had to discipline

students, the results, and my overall philosophy and thought regarding the RPS S.C.O.R.E. guidelines.

GAINS

I gained insight into my interview skills. I realized that my test anxiety is evident in my ability to be interviewed well because I feel like it is a test that I have to ace. Although Ms. Gregory said I did fine, I thought that I was rushing my responses and needed to get them 'right' to get the job. I also know that I am an A-type personality, and when I get something wrong, I need to know what and how to fix it to be 'perfect' the next time. As a result, I am not as confident as I appear to others. I also realize I needed to breathe and take a beat before answering questions. I need to organize my thoughts better and become more thoughtful in my responses.

NEXT STEPS

The next step for me is to practice listening to the questions asked, taking a moment, and then answering. Then, I need to look up tips and tools to practice interviewing skills by myself and with a partner to tell me when I am rushing and not demonstrating confidence. I also need to conduct more self-analysis to get to the root of my under-confidence. Next, I need to get genuine feedback by applying for every available assistant principal position and work with my admin to help me discover my weaknesses and strengths. Finally, I need to continue practicing until I feel more confident.

“I have neither given nor received help on this work, nor am I aware of any infraction of the Honor Code.”

Shawn M. Weisser