

Volunteers of America of Greater Ohio
Residential Reentry Programs

Interview Vignettes

Directions: Read each scenario to the interviewee and allow them to respond. Take notes as they are responding. For the second vignette, have the interviewee complete the case plan. Attach the case plan to this packet.

Upon completion of the interview, review the interviewee's responses and score each vignette according to the scoring rules below.

Scoring scale:

0 (poor) to 3 (outstanding)

Scoring Rules: While the interviewee is responding to the below vignettes, keep in mind that s/he may not have any formal training or experience in a community correctional setting. The basic responses to these vignettes should demonstrate the following qualities:

- Supportive of offender change;
- Provides respectful guidance toward compliance;
- Believes that offenders are deserving of respect;
- Believes in the goals of rehabilitation;
- Demonstrates effective problem-solving.

Scoring is based upon demonstration/verbalization of the aforementioned qualities. The more qualities that are displayed in the interviewee's response the higher the score. For example, one to two of the qualities may result in a score of 1; whereas three to five of these qualities may result in a score of 2.

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Vignette #1—effective problem solving, supports offender change

One of your assigned residents is in the final phase of the program, and although he has done pretty well he confesses that he got drunk on his last home pass and is concerned that he's going to get right back into the same bad habits once he's discharged from the program.

How would you handle this? What would you say to him?

- *Reinforces offender for sharing this information with staff and recognizing that getting drunk is problem/risky behavior.*
- *Demonstrates effective disapproval for getting drunk/applies appropriate consequence for rule violation*
- *Encourages the offender to identify the triggers for drinking/high risk behavior*
- *Engages in problem solving with the offender to identify alternative behaviors*
- *Encourages prosocial behavior*

SCORING

0= Does not demonstrate the above qualities and only focuses on disciplinary issues related to most recent relapse

1= Demonstrates one or two of the five above qualities

2= Demonstrates three or four of the five above qualities

3= Demonstrates all five of the above qualities

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Vignette #2—offenders are deserving of respect, effective problem solving

A treatment goal of one of the residents is to develop relationships with people who do not break the law or use alcohol and drugs. He tells you that he wants his life to go in a different direction and that he wants to meet new people, but isn't sure *how* since he always met his friends when getting high or getting into trouble.

How would you develop treatment objectives and techniques for this resident? Complete the following case plan.

Case plan should include:

- *appropriate goals that address identified needs*
- *measurable objectives*
- *Interventions that utilize skill building, problem-solving, cost/benefit analysis, etc*
- *Resident input*

SCORING

0= develops a poorly constructed case plan (does not meet any of the above indicators)

1= Develops a case plan with one of the four above qualities

2= Develops a case plan with two or three of the four above qualities

3= Develops a case plan with all four of the above qualities

*****Attach case plan***

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Vignette #3—problem solving, provide respectful guidance towards compliance

After approximately one month in the program, a resident tells you that this program sucks and he's not going to do another stupid thing his counselor asks him to do.

How would you respond?

- *Reinforces resident for sharing his thoughts about the program.*
- *Uses active and reflective listening to understand more of the residents' viewpoint and goals.*
- *Brainstorms with resident different ways to meet his goals.*
- *Encourages resident to explore possible consequences (+/-) of the different ways to meet his goals.*
- *Encourages compliance with program rules.*

SCORING

0= Does not demonstrate any of the above qualities, rather focuses only on mandated compliance; possibly engages in power struggle with resident.

1= Demonstrates one or two of the five above qualities

2= Demonstrates three or four of the five above qualities

3= Demonstrates all five of the above qualities

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Vignette #4—rehabilitation goals, supports offender change

You are at a correctional training and you overhear another training participant state that treatment for offenders doesn't work and programs like these are all just a waste of time and money.

What do you think about that statement? How important do you think it is that programs offer treatment services to offenders?

- *Demonstrates clear support for offender change*
- *Demonstrates general support for treatment programs*
- *Believes all people can change*
- *Acknowledges that offenders and staff work together in the change process*

SCORING

0= Does not verbalize any of the above sentiments

1= Verbalizes one of the four above statements

2= Verbalizes two to three of the four above statements

3= Verbalizes all four of the above statements

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Vignette #5—supportive of offender change, offenders are deserving of respect

You are new on the job and beginning to familiarize yourself with the residents and the staff. You have developed positive rapport with one resident in particular; he comes to you often to discuss what's happening in his groups and treatment. You have shared with him that you are interested in his success. He is preparing to be released from the program, and has inquired about how he can maintain contact with you outside of VOA.

How would you respond to his inquiry?

- *Reinforces resident's success in the program and interest in maintaining prosocial supports upon release.*
- *Sets clear boundaries with the resident about the role of VOA staff.*
- *Encourages resident to identify other prosocial community supports.*
- *Engages in problem solving with the offender to build a plan to develop different support networks in the community.*

SCORING

0= Does not demonstrate any of the above qualities.

1= Verbalizes one of the four above statements

2= Verbalizes two or three of the above statements

3= Verbalizes all four of the above statements

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Case Plan for Vignette #2

Goal 1)

Objective with time frame for achievement of each objective:

1-A:

Time frame for achievement: _____

1-B:

Time frame for achievement: _____

1-C:

Time frame for achievement: _____

Goal 2)

Objective with time frame for achievement of each objective:

2-A:

Time frame for achievement: _____

2-B:

Time frame for achievement: _____

2-C:

Time frame for achievement: _____

Goal 3)

Objective with time frame for achievement of each objective:

3-A:

Time frame for achievement: _____

3-B:

Time frame for achievement: _____

3-C:

Time frame for achievement: _____