

# Successful Interviewing



# What is a Citizen Leader?

“Citizen Leaders are the men, women, young adults and teens who take stock of the kind of world they want to help shape for the people they care about and act to make it so.”

-Peter Alduino

# What you see at our office



Where we spend time...



# Who we spend time with....



# Things we look for in staff...

...energetic, love to help; caring and involved in any community that I become involved in; come from a hardworking, strong environment.

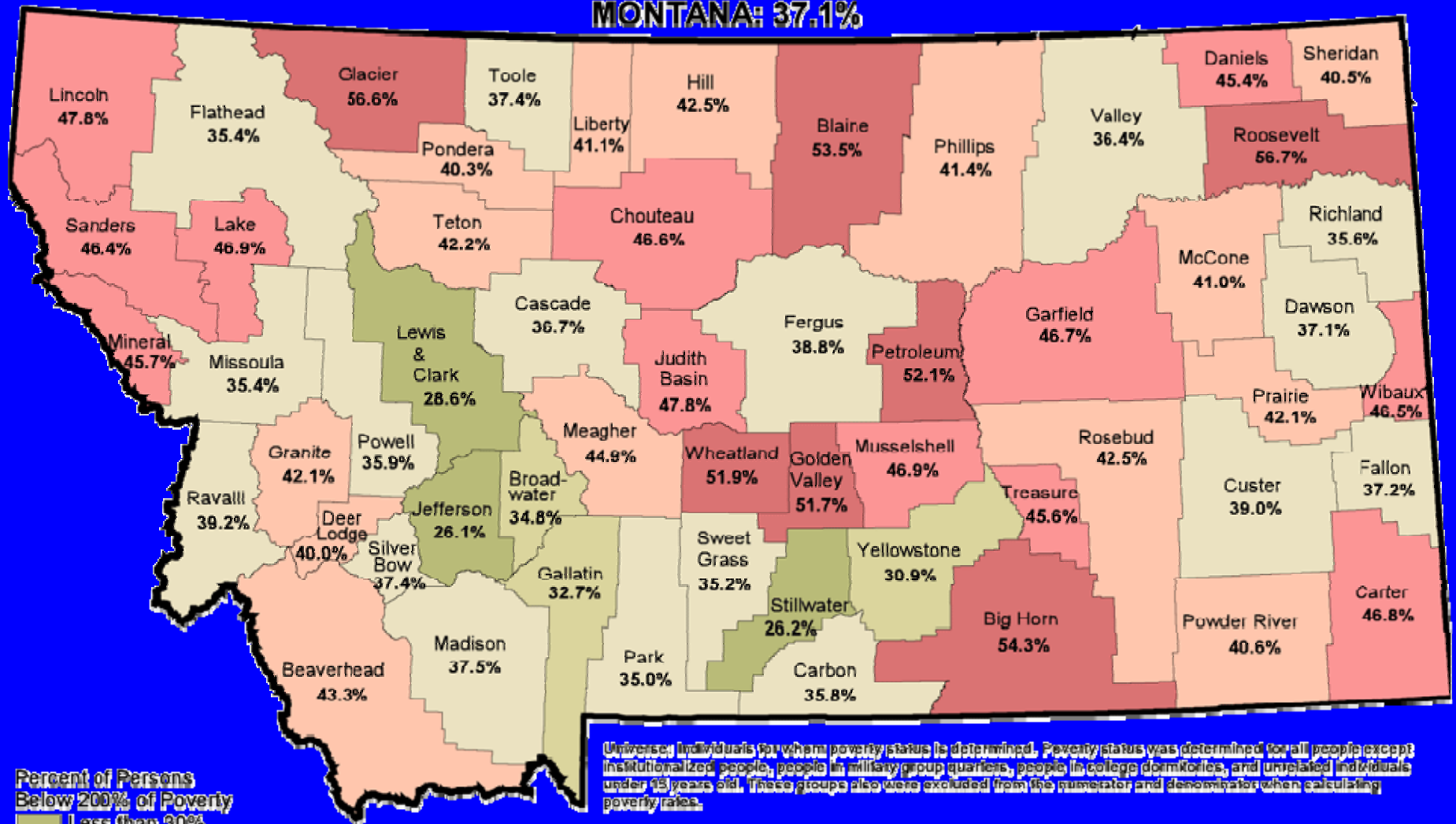
...experience in poverty and hardships, determination, roots in community, visionary, grant writing, public health, bringing people together, for collaboration, research, working with State leaders and local leaders, compassionate, connected to community, leader.



# CENSUS 2000: MONTANA

## Percent of Persons Below 200% Poverty by County in 1999

### MONTANA: 37.1%



**Percent of Persons Below 200% of Poverty**

- Less than 30%
- 30.0 - 34.9 %
- 35.0 - 39.9 %
- 40.0 - 44.9 %
- 45.0 - 49.9 %
- 50.0% and Over

Universe: Individuals for whom poverty status is determined. Poverty status was determined for all people except institutionalized people, people in military group quarters, people in college dormitories, and unrelated individuals under 18 years old. These groups also were excluded from the numerator and denominator when calculating poverty rates.



Created by  
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<http://mtbiz.com/mesa/mta/mta.htm>

Source: U.S. Bureau of the Census, Census 2000, Summary File 3 (SF3), Table P88. Ratio of Income in 1999 to Poverty Level.



What could we do if we invested in rural and tribal citizen leaders, adults and youth, who were committed to improving education, ecological health, and economic development?

# Hopa Mountain: 6 Core Programs

- Hopa Mountain's *StoryMakers* program
- Youth Leadership Programs
- Indigenous Scholars of Promise
- Native Science Fellows
- Citizen Leadership Training Programs
- Strengthening the Circle





# “The Hopa Way”

- Listening deeply
- Catalyzing strengths
- Connecting resources
- Facilitating community engagement
- Collaborating for the common good
- Nurturing long term relationships
- Balancing continuity and change
- Honoring diversity
- Sharing knowledge and cultivating hope

# Good interview skills

- Attentive
- Listen deeply
- Show you have read something about our core programs
- Talk about strategies for community engagement
- Be prepared to show you are detail oriented
- Mention research or community work you have done
- Show you are open to change
- Talk about how you work well in small group situations

# Interview questions

What motivates you in a  
work setting?

## Interview questions

What would you like your  
legacy to be?





Education is the most powerful  
tool you can use to change the  
world.

-Nelson Mandela

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