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# Colorado Office of Public Guardianship

## Commissioners

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## OPG EXECUTIVE DIRECTOR SEARCH 2019

### DRAFT INTERVIEW QUESTIONS Subject for Approval August 28, 2019

#### First Round Interview Questions

1. Having reviewed the enabling statute for the Office of Public Guardianship pilot project, please summarize for us what you believe to be the scope and goals of the pilot project and the preferred outcome?
2. Clarification of any items on the resume or in the written responses of the application packet (as determined by the Commission members).
3. Describe your understanding of the process and procedures for guardianship in Colorado.
4. Describe what you believe to be the primary challenges in completing the pilot project and steps you might take to address them?
5. Is there anything else you would like to share with us that is relevant to our consideration of your candidacy for this position?
6. Do you have any questions for the OPG Commission?

#### Second Round Interview Questions

1. Was there anything from your first interview that you wished to communicate to us relevant to this position.

2. The initial funding for the pilot project may fall short of that needed to serve every potential client in the targeted judicial district. What options would you consider for establishing an intake process that prioritizes both the needs of clients and the research intent of the pilot project?
3. The OPG will interact with a large number of community and governmental stakeholders. Tell us about a time you had to actively seek collaborative relationships with governmental and community stakeholders to complete a project. What was your role in the project and how did you ensure engagement from participants? Describe how you managed conflict among or between stakeholders.
4. What do you look for in hiring a person, and how would that be the same or different in hiring guardian candidates?
5. Given this will initially be a small office, tell us about your management style to ensure staff accountability and delivery of services.
6. Tell us about a time when understanding someone else's perspective helped you with an accomplishment or to bring resolution to a situation.
7. Describe a time when you came face-to-face with a bias and how you dealt with it.
8. Tell us about your experience with or knowledge of supported decision-making.
9. What role should limited guardianship play in the State
10. How does the possible end of the OPG pilot program work within your long-term goals.
11. What is your experience working with a Board or Commission that has oversight over your job duties and responsibilities.
12. Any questions for the OPG Commission?

