

HA

@ Will position
not protected

Interview Questions

Candidate: Liz Sheehan

What especially interests you in this position?

ADA plan

career/academic advisor

What knowledge or experience do you have with ADA?

not certified but wondered if this position would do that

understanding compliance keeps coming up

What training do you think employees need to help them understand, accept and appreciate differences in backgrounds and goals?

career path

deescalation training

dementia friendly

burn out

Can you share an example of a recommendation you made that improved organizational culture or employee experience?

crime victim paid leave - spearheaded

Tell us about a time you had to deal with a workplace accessibility concern with transparency, fairness, and legal integrity? What was the outcome?

or

student in wheel chair, mapping path

approved list of accommodations, ex someone who needs more time on test

Give us an example of how you would monitor workplace trends and what metrics you would use to evaluate change in workplace culture.

pre/post test, action in middle

+ challenging people, how to overcome

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Interview Questions

Candidate: Carey Alexander

What especially interests you in this position?

value of accessibility lived helping/supporting associates
inclusivity

What knowledge or experience do you have with ADA?

What training do you think employees need to help them understand, accept and appreciate differences in backgrounds and goals?

interrupting bias trainings
new policy/procedure training
across areas rather than silos

Can you share an example of a recommendation you made that improved organizational culture or employee experience?

system upgrade d/f groups use in different ways
conflicting groups - get the to know 1 another

Tell us about a time you had to deal with a workplace accessibility concern with transparency, fairness, and legal integrity? What was the outcome?

Give us an example of how you would monitor workplace trends and what metrics you would use to evaluate change in workplace culture.

being accessible, focus group, newsletter

working w/ difficult people - being curious, listen

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Interview Questions

Candidate: Paula Barnes

What especially interests you in this position?

whole career dedicated to connecting emp/ppl w/ resources
Andragogy Lin cities not familiar w/

What knowledge or experience do you have with ADA?

personal experience - wheel chair, grand daughter

What training do you think employees need to help them understand, accept and appreciate differences in backgrounds and goals?

communication, how to work w/ coworker
DLE, know yourself, perceptions

Can you share an example of a recommendation you made that improved organizational culture or employee experience?

researching salary to propose change to increase retention

Tell us about a time you had to deal with a workplace accessibility concern with transparency, fairness, and legal integrity? What was the outcome?

Give us an example of how you would monitor workplace trends and what metrics you would use to evaluate change in workplace culture.

Survey, employee satisfaction, safety (active shooter training)

+ a time you worked w/ difficult employee: implemented cross training

Interview Questions

Candidate: Hannah LeGris

What especially interests you in this position?

building creative solutions
people part helping leadership identify/put into practice values

What knowledge or experience do you have with ADA?

what council has learned
as CM - generalist
public input workshop
transportation planning - focus on most
vulnerable make access for all
website

What training do you think employees need to help them understand, accept and appreciate differences in backgrounds and goals?

DSE model, bringing teams together

Can you share an example of a recommendation you made that improved organizational culture or employee experience?

coordinating/organizing roles for leadership/upcoming emp how
they grow org. where top can focus on their needs, bottom can
grow career

Tell us about a time you had to deal with a workplace accessibility concern with transparency, fairness, and legal integrity? What was the outcome?

Give us an example of how you would monitor workplace trends and what metrics you would use to evaluate change in workplace culture.

phased approach

+ experience w/ difficult emp - performance evals - question under the
new workplace norms - have to create expectations question

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Interview Questions

Candidate: Christopher Solin

What especially interests you in this position?

connector of people
serve Lexington
manage strategy and operations

What knowledge or experience do you have with ADA?

at state access challenges across multiple agencies

What training do you think employees need to help them understand, accept and appreciate differences in backgrounds and goals?

disrupting bias
real world application

Can you share an example of a recommendation you made that improved organizational culture or employee experience?

making the employee experience stronger helps serve community better

Tell us about a time you had to deal with a workplace accessibility concern with transparency, fairness, and legal integrity? What was the outcome?

how do you speak to people, meeting ppl where they are

Give us an example of how you would monitor workplace trends and what metrics you would use to evaluate change in workplace culture.

what does data tell now, shift from there
how ppl feel about their supervisors
experience working difficult ppl: acknowledge differences

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Interview Questions

Candidate: Shanita Miller

What especially interests you in this position?

What knowledge or experience do you have with ADA?

ADA training for management/leadership on compliance
employee accommodations

What training do you think employees need to help them understand, accept and appreciate differences in backgrounds and goals?

civility, respectful of each other

Can you share an example of a recommendation you made that improved organizational culture or employee experience?

harassment training/reducing EEO investigations
her current job

Tell us about a time you had to deal with a workplace accessibility concern with transparency, fairness, and legal integrity? What was the outcome?

Give us an example of how you would monitor workplace trends and what metrics you would use to evaluate change in workplace culture.

research ^{workplace} culture

+ experience working w/difficult ppl: business owner, coaching them
to help them understand

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Interview Questions

Candidate: Erica Beatty

What especially interests you in this position?

broaden experience

What knowledge or experience do you have with ADA?

ADA at events

not intimidated to learn it

What training do you think employees need to help them understand, accept and appreciate differences in backgrounds and goals?

understanding workplace culture, what differences ppl bring
to table/how to appreciate
general customer service

Can you share an example of a recommendation you made that improved organizational culture or employee experience?

Smart Village/cards

showing value to employees - popcorn event

Tell us about a time you had to deal with a workplace accessibility concern with transparency, fairness, and legal integrity? What was the outcome?

balloons latex allergy

men/nursing rooms

Give us an example of how you would monitor workplace trends and what metrics you would use to evaluate change in workplace culture.

data is necessary but its a vibe/feeling; shift outwards the ladies
ex. ppl not calling in as much

* experience working w/ difficult ppl: listen, let them get it out

Interview Questions

Candidate: Jamie Givens

What especially interests you in this position?

perfect fusion of her background sociology/PR

What knowledge or experience do you have with ADA?

we have a responsibility to remove barriers

What training do you think employees need to help them understand, accept and appreciate differences in backgrounds and goals?

put yourself in shoes
proactive approach to training

Can you share an example of a recommendation you made that improved organizational culture or employee experience?

group chat resolution to expedite urgent customer needs
big on customer service excellence

Tell us about a time you had to deal with a workplace accessibility concern with transparency, fairness, and legal integrity? What was the outcome?

employee w/ disability (SR),

importance of business
relationship w/ customer
- the power of speech,
negative vs pos.
experience

Give us an example of how you would monitor workplace trends and what metrics you would use to evaluate change in workplace culture.

looking at data, try to find gaps

+ experience w/ difficult emp: deescalation approach
empathy