

UCP Interviews

How to get the best talent for your team

Basic guidelines:

Here's a few basic tips to help you recruit the best Unschoolers!

1. Remain absolutely calm and composed. Never raise your voice at a candidate. Be polite, but assertive if required.
2. Instead of trying to intimidate them, try to check how they are under pressure and how quickly they think on their feet.
3. Throughout the interview, check on communication skills and ability to articulate their point of view.
4. Always ask if they have any questions for you at the end of the interview.
5. Always revert to every candidate with an acceptance or a rejection. Try to give concrete feedback to the ones rejected.
6. If they are stressed and unable to answer, make them comfortable first.
7. Define a rough time frame for every interview.
8. Schedule it before hand and be on time.

Check team orientation and about Unschool:

Use the following questions to test how they will fit in a team oriented UCP structure.

Main question	Supplementary/Probe
What do you know about Unschool?	
Tell me about any effective team that you've been a part of.	What was your role?
Have you ever worked in a team that didn't do well? A college project for example?	Why do you think that happened?
Have you ever been in any leadership position?	How did you allocate your tasks?
Do you feel like you work better along or in a team?	
If some people in your team couldn't do their tasks, what would be your approach at handling it?	How will you ensure motivation in a team of 20 members?
What do you think about online education in India?	Do you see any issues with the education system?

Adaptability, Flexibility

The following questions will help you understand if the candidate has the knack to learn and adapt.

Main question	Supplementary/Probe
Have you ever had to work on something last minute?	Were you able to get it done without stressing out?
Tell me about a time that you spotted an opportunity that others had missed.	
How do you keep yourself updated in your field of study/work?	Note: Look for efforts to go the extra mile to learn.
Have you ever organized a party or a holiday?	Observe how they organized anything at all, and if they have a knack for events.
What is a skill that you're very proud of?	Check what they consider their biggest assets, and if that helps in UCP.
Tell me about a time that you were forced to think on your feet and find a solution?	If they can't think of one, ask if their car ever broke down or even something small. Check solution oriented behavior.
What is a habit you're trying to overcome?	Check self awareness.

Operations and Marketing knowledge

Do they already have some knowledge? How much training would they require?

Main question	Supplementary/Probe
What marketing strategies would you use to bring in sales?	
Have you ever been part of any marketing team?	
Have you ever organized any fest or activity in college?	What was your role? Was it successful?
Name one company who you think is brilliant at marketing?	What do you love about them?
What would you do to reach every single person in your college with a product?	
Are you selective in your choice of internships? Do you look for something specific?	Check their inclination.
What skills are you hoping to gain at Unschool?	Ask why they’ve chosen what they are studying. Is Unschool supplementing it?