

INTERVIEW GUIDANCE & INTERVIEW QUESTIONS



INTERVIEW GUIDANCE

PURPOSE OF THE INTERVIEW

The interview is designed to:

- Ensure the trip is safe, appropriate, and beneficial for each young person
- Understand individual needs, expectations, and motivations
- Identify any medical, emotional, behavioural, or safeguarding considerations
- Confirm that participants are ready for international travel and group living
- Allow the young person to ask questions and express any concerns
- The interview is not an exam or selection test, but a supportive conversation

INTERVIEW ENVIRONMENT

- Conduct interviews in a quiet, private, and safe setting
- Ensure the young person feels comfortable and not rushed
- For younger participants, ensure appropriate safeguarding arrangements are in place (e.g. visibility, parent/carer/support staff awareness)
- Interviews may be conducted in person or online depending on circumstances

TONE AND APPROACH

- Be friendly, calm, and non-judgemental
- Use age-appropriate language

Encourage honest answers and reassure participants that:

- There are no right or wrong answers
- Information shared is treated confidentially and responsibly
- Avoid leading or pressuring questions

KEY AREAS TO COVER

Motivation and Expectations

- Explore why the young person wants to take part:
- What interests them about the trip?
- What are they most looking forward to?
- What do they think might be challenging?
- What do they hope to learn or gain from the experience?

This helps assess realistic expectations and engagement.

Understanding of the Trip

Confirm they understand:

- The nature of the programme (activities, accommodation, cultural setting)
- Group living and shared responsibilities
- Basic rules, behaviour expectations, and safeguarding standards
- That the trip involves travel, new environments, and cultural differences

EMOTIONAL WELLBEING AND RESILIENCE

Discuss:

- How they cope with being away from home
- How they handle stress, anxiety, or unfamiliar situations
- Whether they have travelled independently or abroad before
- How they usually deal with challenges or disagreements in a group
- This helps identify support needs, not reasons for exclusion.



HEALTH AND MEDICAL CONSIDERATIONS

Without requiring full disclosure at interview stage:

- Ask if there are any medical conditions or allergies that leaders should be aware of
- Discuss comfort with medication routines, heat, physical activity, and travel
- Reassure them that detailed medical information will be handled confidentially later
- Ensure they are aware that the compulsory Medical Questionnaire is confidential

BEHAVIOUR AND GROUP DYNAMICS

Explore:

- Experience working or living in groups
- Ability to follow rules and instructions
- Respect for others, including different cultures and backgrounds
- How they respond to authority and guidance from leaders

SAFEGUARDING AND SUPPORT

Ensure the young person:

- Knows who they can speak to if they feel worried, unsafe, or uncomfortable
- Understands boundaries around behaviour, privacy, and relationships
- Feels confident that concerns will be taken seriously

ENCOURAGING QUESTIONS

Always allow time for the young person to ask questions about:

- The destination
- Activities and daily routine
- Accommodation and food
- Support systems
- Contact with home

This often reveals important concerns that may not come up otherwise.

AFTER THE INTERVIEW

Make brief, factual notes (avoid subjective language)

Identify:

- Any additional support required
- Any follow-up needed with parents/carers/support staff
- Any safeguarding or medical considerations
- Decisions should be made collectively and fairly, not based on a single interview alone

KEY PRINCIPLES

- Safeguarding comes first
- Every young person is treated with dignity and respect
- The interview is part of a supportive risk management process
- The goal is to create a safe, inclusive, and positive experience for all participants



INTERVIEW QUESTIONS GUIDANCE

MOTIVATION & EXPECTATIONS

What interests you most about travelling to Africa?

What do you hope to gain personally from the experience?

What excites you most about the trip, and what makes you a bit nervous?

ATTITUDE & MATURITY

How do you usually cope when things don't go exactly to plan?

Can you give an example of a time you had to step outside your comfort zone?

How do you feel about living and travelling closely with the same group of people for an extended period?

How do you respond to rules or structure when you're part of a group?

RESILIENCE & WELLBEING

How do you manage when you're tired, uncomfortable, or missing home/friends?

What helps you stay positive when things feel challenging?

Is there anything you find particularly difficult that we should be aware of to support you properly?

CULTURAL AWARENESS & RESPECT

What do you already know about Africa and its cultures?

How do you feel about visiting communities that live very differently from your own?

Why do you think respect and cultural sensitivity are important when travelling?

How would you respond if you witnessed behaviour you felt was disrespectful or unfair in a community in Africa?

CONSERVATION & ENVIRONMENT

What does wildlife conservation mean to you?

Do you think protecting natural environments is important?

How do you feel about learning directly from conservationists and rangers?

Are you comfortable learning about difficult topics like human wildlife conflict or environmental challenges?

TEAMWORK & RESPONSIBILITY

What do you think makes someone a good team member?

How would you handle a disagreement within the group?

Have you ever taken responsibility for others? What did you learn from that?

What would you do if someone in the group was struggling?

PRACTICAL & PERSONAL READINESS

How do you feel about basic living conditions, limited comforts, or being away from technology?

Are you comfortable asking for help if you need it?

Is there anything you're worried about that you'd like to talk through now?

REFLECTION & CLOSING

What do you think will be the biggest challenge for you on this trip?

What would success look like for you at the end of the journey?