

The CCAR RCP interview process:

- You will be interviewed by a panel of 2-4 current Recovery Coach Professional (RCP) designees
- The interview process should take **no longer than 45 minutes**

In an effort to help you understand timing, here is a breakdown of each section covered during the interview process:

- **Section 1: General Questions:** You will be asked to respond as a recovery coach would to **5 general questions**. Please answer the questions to the best of your ability as if you are the recovery coach. Short verbal (oral) responses.
- **Section 2: Case Study:** The second section is a case study where you will be helping a recoveree (fictional) on their journey. When working through the case study, remember that you are responding as to what you would say to the recoveree, there is no dialogue. Base your response on their initial statement, question, or concern. There are **12-14 questions** in this section. Short verbal (oral) responses.
- **Section 3: Lightning Round:** The lightning round, also known as the rapid response section, is for you to express your initial thought as a recovery coach to the statement that is read to you. The statement presented is representative of what a recoveree would come to you and say. There are **15 questions** in this section. Very short verbal (oral) responses.

Here are a few sample questions that may be helpful in you understanding our interview format:

1. Ricardo works with you as a Recovery Coach in your agency. He mentions that he recently had a short lapse at a wedding he attended last week. However, he says that it is no problem and will continue to continue his work at the organization you two work. He also asks that you keep this lapse a secret. What are the Ethical considerations here?
2. Sammy, a recoveree that you have been working with a short time, has been attending AA meetings for 1-week. In that time, Sammy has abstained from drinking, but reports that she hates AA meetings and doesn't want to continue going. How do you respond?
3. Chris, a recoveree that has been free of substances for 3 months, reports that he is facing eviction and, possible, homelessness. He states that if he loses his home he will surely return to use. How do you respond?

Panel members will be scoring your answers based on the following questions, which you may remember from **CCAR's Three-Legged Stool**:

1. Did the candidate treat the recoveree as a resource?
2. Did the candidate ask good questions?
3. Did the candidate actively listen?
4. Did the candidate manage their own stuff?

After the interview is complete, the panel will convene and discuss the interview. If you passed, congratulations! You will be hearing from us with your certificate and other RCP perks. If the committee feels as if improvement is needed, recommendations will be made for improving your art and science of recovery coaching and you can reschedule an interview 90 days after the first.

