



Motivational Interviewing Reflection Questions

Use these questions to help your students prepare for advising meetings, interviews, resumes, scholarships, internships, or career conversations.

Student's Strengths

- What are you most proud of this year?
- When do you feel most confident?
- What's something you've improved at recently?

Skills & Experiences (School, Work, Activities)

- Think about a project, job, internship, or activity that went well. What was your role, and what steps did you take that helped make it successful?
- What was challenging, and how did you handle it?
- What skills did you use? (teamwork, leadership, communication, problem-solving)
- What would a teacher, coach, or supervisor say you're good at?

Career Direction

- What problems do you enjoy solving?
- How does this experience connect to your future goals?
- What kinds of work interests you?

Resilience & Growth

- What challenge have you overcome?
- What did that experience teach you about yourself?
- How do you respond when things don't go as planned?

Take Ownership (Agency)

- What are you working toward right now?
- What steps are you taking to move forward?
- What changes do you need to support your goals?

Self-Advocacy

- When do you feel like you need more help or clarification?
- What situations make it harder for you to do your best work?
- What kind of support helps you learn best?
- What is one small step you could take to advocate for yourself this week?

Translate to Resume or Interview Language

- What does your skill set, strengths, and experience show about you?
- How would you explain this in an interview?
- If someone only saw your transcript, what would they miss about you?

Following Up With Students

- Reflect back what the student shares to show understanding and reinforce their experiences.
- Help students connect their experiences to their strengths and future goals.
- Summarize key skills the student demonstrated during the experience.
- Ask clarifying questions to help students think more deeply about their role and impact.
- Affirm the student's effort, growth, and accomplishments.
- Guide students in translating their experiences into language suitable for resumes, interviews, or applications.
- Support students in recognizing their abilities and building confidence.
- Help students understand how their experiences connect to their academic and career pathways.

Remember: Students are more than a transcript. Their experiences, skills, growth, and goals tell their full story.