

New RA Selection Process

Below is information about the selection process for New Resident Assistants.

Google Form Application: <https://tinyurl.com/RA23-24>

The deadline to complete all RA application materials is **Sunday, December 19, 2021 at 11:59 pm.**

Supplemental Application Components: The following items are part of the application. Applications will be reviewed using a nameless review meaning names and identifying information will be removed when scoring short answer responses. These scores will be used to determine who moves forward to the interview process. It is recommended that you take your time to ensure your application materials best reflect your work. We also encourage you to utilize the resources available for getting feedback on materials before submitting.

1. **Strengths Inventory:**

Use the following link to complete the High 5 test, which is a strengths inventory:

<https://high5test.com/>

- a. This inventory should be completed prior to beginning the application.
- b. The inventory has 100 questions on a sliding scale of how much they are true for you, so please allow yourself some time for completion.
- c. Once you have completed the inventory, ensure you have access to your 5 strengths in order to complete the application questions.

2. **Two Short Essay Questions:** It is recommended that you write these in word or google docs first, then copy and paste them into the application form to allow for easier editing and to ensure information is not lost. The questions are listed below and each question also highlights what content we are looking for when scoring. We recommend utilizing this to ensure you are thoroughly answering each question before submitting.

Question 1:

Please share why you are interested in the RA position, what you hope to learn in the position, and any previous experiences you feel have helped prepare you for the position.

Notes:

- If you have a particular community you are interested in working with please provide additional context for why you want to work with that specific community in your response.
- The communities include: First Year Residents, Second Year Residents, Third Year+ Residents, Transfer Residents, International Residents, and No Preference. On the application, they will be listed prior to this question for you to select.

Content evaluated on our scoring rubric:

- Ability to identify why you are interested in the position
- Ability to identify what you hope to learn in the position
- Ability to identify previous experiences that have helped prepare you for the position
- Level of detail in response

Question 2:

Please share the 5 strengths from your High 5 test. For each strength, please share how you feel you can utilize that strength in the RA role?

Content evaluated on our scoring rubric:

- Ability to identify strengths
- Ability to connect strengths to the RA role
- Understanding of the RA role
- Level of detail in response

Interview

The following activities will be part of the interview:

1. Mini Interviews

You will have two mini interviews (10-15 minutes) with different SHRL staff members, each focusing on a different topic.

2. Three brief one-on-one conversations (topics will be assigned)

The focus of these 1-1s is on observing how you engage residents with different personalities in a conversation including rapport/trust building and ability to take a conversation deeper.

3. Leading a group activity virtually

The focus of this activity is on observing your style of facilitation, ability to engage a group, and how you interact in a group.

Please go to the link below and select one of the icebreakers to facilitate with your group during the interview. Groups will consist of 4-6 candidates (includes you). You will be given 10 minutes to facilitate your chosen activity from start to finish. It may be helpful to practice prior to the interview to ensure you have a feel of the flow and are able to complete within the allotted time.

Link to Icebreaker Facilitation Guides: <https://tinyurl.com/RA-Icebreakers>

Available Application Resources:

We have two resources available for you to utilize and get support in putting together your application materials.

1. Application Virtual Help Desk on November 30 from 3:30-6pm on Zoom

These are open drop in hours where you can talk directly with a staff member about the application and get feedback. You can log on any time during the 2 ½ hour block for support.

2. Reach out to a current staff member: It can be helpful to have a current RA or Pro Staff member read over your materials and provide feedback before submitting. If you aren't able to attend the scheduled time above, you can still reach out to your own RA or Area Coordinator on your own time. Please give enough time for the staff member to read materials and respond prior to the application deadline.

If you have any questions about the selection process please feel free to contact Student Housing at housing@csueastbay.edu.