



ENGLISH SCRIPT FOR CALI UNFOLDING SCENARIO 8: EMPLOYMENT INTERVIEW SETTING

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This is an interpreting assignment in an employment setting—specifically a job interview.

In this scenario a freelance interpreter is contacted by the HR department of a Rehabilitation Center to interpret for a job interview with a Deaf woman who is applying for a Group Home manager’s position. The interpreter has worked for this Rehab Center on multiple occasions and agrees to accept the assignment. The interpreter requests a copy of the job description and applicants resume/application so you can prepare for the assignment and these are sent to you several days in advance.

The Deaf consumer is a 41-year old Deaf woman with persistent mental health issues who is on medication. One side effect of the medication is it causes her to have mild tremors in her hands and head. This sometimes interferes with her sign production and clarity.

In the following video clip, you will see a Deaf consumer who has similar characteristics as the Deaf woman in this scenario. She is being interviewed by another Deaf interpreter. This will help you to visualize the type of Deaf consumer for whom the Deaf-hearing interpreting team will interpret.

#### CLIP OF DEAF CONSUMER

Next, are a series of decision points associated with this assignment. As with any interpreting assignment, different issues or demands arise that require the interpreter to make decisions using sound judgement and discretion associated with an ethical framework. There will be a total of seven such decision points in this scenario.

You will see a slide that alerts you that a decision point will follow. Watch the explanation of what happens. Then, there will be a pause for you to videotape and upload your two-minute response. There are two parts to your response—what you would do and why. When you discuss the why, include information about the ethical principle or value that guides your decision. For example, maybe your decision is guided by an ethical principle involving respect for consumers, or respect for a colleague, or confidentiality, or message accuracy and accessibility, or informing the consumers when some adjustment to the communication process needs to change, or



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some other ethical value. Be sure to discuss what principle or value is guiding your decision.

So again, you will videotape and upload your two-minute response in ASL. Be sure to include the two parts—what you would do and why. And remember, part of the why includes information about what ethical principle or value influenced your decision.

Next you will see a slide indicating the first decision point, followed by a pause. After the pause, the next decision point will be introduced. This process will be repeated for all seven decision points. Let's begin.

Slide for Decision Point 1.

The interpreter was provided the name and other information about the applicant but did not recognize the name as someone she knew. However, when the interpreter

walks into the lobby of the Rehab Center, she notices a Deaf woman she previously interpreted for during an emergency mental health situation when the Deaf consumer was suicidal. The Deaf consumer does not look up at the interpreter as she is filling out papers. The interpreter checks in with the receptionist who indicates the woman filling out the paperwork is the woman the interpreter will interpret for during the job interview.

What could/should the interpreter do and why?

Pause and Respond Slide.

Slide for Decision Point 2.

The Deaf woman is clearly uncomfortable with the idea that the interpreter will interpret for this job interview. The Deaf consumer expresses her discomfort to you and asks what alternatives might exist.

What could/should the interpreter do and why?

Pause and Respond Slide.

Slide for Decision Point 3.



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While the interpreter and the Deaf consumer are trying to determine other options, the HR director enters the lobby and invites the two of them back to her office to begin the interview.

What could/should the interpreter do and why?

Pause and Respond Slide.

Slide for Decision Point 4.

The Deaf consumer awkwardly explains to the HR director that she and the interpreter realize a conflict of interest exists that makes it inappropriate for the interpreter to interpret for her and that the interview will need to be rescheduled. Because the HR Director knows the interpreter and she has worked for her agency before, the HR Director looks at the interpreter and asks if she agrees a conflict exists.

What could/should the interpreter do and why?

Pause and Respond Slide.

Slide for Decision Point 5.

The interpreter and consumer leave the building. The Deaf consumer asks the interpreter how such a situation could be avoided in the future? She has nothing against the interpreter, but doesn't want the interpreter interpreting for her and reminding her of that difficult period in her life or for the interpreter's knowledge of her past possibly impacting her interpretation or the job interview.

What could/should the interpreter do and why?

Pause and Respond Slide.

Slide for Decision Point 6.

A few days later, the HR director reaches out to the interpreter again. She has arranged for another interpreter and reschedule the job interview with the Deaf consumer. However, she is still perplexed as to what types of conflicts of interest would prevent an interpreter from providing services to a Deaf person. She asks if the interpreter can enlighten her.

What could/should the interpreter do and why?



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Pause and Respond Slide.

Slide for Decision Point 7.

About two weeks later a local interpreting agency calls the interpreter and asks her to interpret for a job interview for the same Deaf consumer at a social service agency serving the needs of Deaf individuals.

What could/should the interpreter do and why?

Pause and Respond Slide.

Closing Slide.