

**SIGN LANGUAGE PROFICIENCY INTERVIEW (SLPI):  
INFORMATION FOR CANDIDATE/STAFF MEMBERS**

1. We will have a conversation about your social and work topics. I will ask you questions, and you may ask me questions.
2. We want to get the best sample of your American Sign Language (ASL) skills.
3. In order to elicit your best ASL skills, I may ask you to re-sign (restate) some responses.
4. We will evaluate your ASL skills, including: (a) ASL vocabulary; (b) clarity and control of sign production; (c) use of ASL grammar (for example, use of space, sign directionality, classifiers, time indicators, and sentence and disclosure structure); (d) non manual behaviors such as facial expressions and body shifts; (e) fluency or smoothness of sign and finger spelling production; and (f) comprehension (skill in receiving ASL).
5. Please try to maintain a good signing posture; that is, please sit upright. This should help you show your best ASL skills.
6. Please answer my questions as completely as possible. Please use your best ASL skills to respond.

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TIPS FOR CANDIDATES/STAFF MEMBERS**

1. **RELAX:** Sip a cup of coffee, rub your hands, talk about the weather -- anything that will help you relax and be confident.
2. **RATE OF SIGNING:** Please remember that clarity is a big part of effective communication in ASL. If you sign too fast, without clarity, your production of signs will suffer and your rating will likely drop. It is important that you sign at a natural, comfortable pace. Speed comes naturally with fluency; don't force it.
3. **KEEP SIGNING.** Don't limit the conversation by giving simply YES or NO answers, without elaboration. Be generous with your responses. Give details, explain your point, develop your thoughts, and make comparisons. Anything that shows you can discuss a topic with depth and breadth will help you show your true ASL skill level. If you are not a talkative person by nature, you are encouraged make an extra effort to step outside of your comfort zone during the interview. Remember that by providing more content during the interview, you will provide a better sample of your true ASL skills for the team to rate.
4. **DON'T DOWNGRADE YOURSELF:** Don't apologize for your signing skills. Be positive. Let the interview show your skills.

5. IF YOU MAKE A MISTAKE: If you know you made a mistake, correct it and continue. Correcting a mistake can help your performance.
6. IF YOU ARE LOST IN A LONG EXPLANATION: Stop. Think. Say something like: Let me tell you again, it's complicated. Then try again. Don't worry about what happened. No one expects you to sign without mistakes.
7. IF YOU BECOME NERVOUS DURING THE INTERVIEW: The interviewer will know you are nervous and help you. You can stop for a few seconds and get control. Relax. Admit that you are nervous and joke about it. Often this is enough to make you comfortable again.
8. IF SOMETHING IS INTERFERING WITH YOUR SIGNING: If the air conditioner bothers you, say so. If you can't see the interviewer clearly, say so. Remember that this is your interview. You should have the best possible interview conditions.