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DIFFERENCE

SPICY BEHAVIORAL INSTITUTE™

RBT COMPETENCY PROGRAM

THEY NEED YOU TOO™

The RBT Guide to Owning Your ABA Interview



A practical printable mentorship workbook for new RBTs entering the field — designed to help you advocate for stability, ask the right questions, and recognize the difference between a company that supports you and one that simply needs warm bodies.

“I GOT YOU. Deep breath.”

So first — since you are still about to take your competency exam, do not feel pressured to immediately say yes to anything today.



THIS INTERVIEW IS ALSO FOR **YOU** TO INTERVIEW THEM.



SECTION 1

You Are Allowed to Ask Questions

Many newer RBTs feel desperate to get hired quickly — to start earning hours, building experience, and proving themselves. That urgency is understandable.

But it can quietly cost you the one thing that actually predicts whether your ABA career will thrive: **stability**.

HERE IS THE TRUTH NO ONE TELLS YOU IN YOUR 40-HOUR TRAINING:



ABA companies also need **strong, ethical RBTs** — badly.



Ethical companies will respect thoughtful, professional questions. Unhealthy ones won't. They will rush the process and rarely have systems in place for onboarding and RBT Training.



Consistent hours and a real schedule are not luxuries. They are the foundation of an ABA career.



Newer RBTs are rarely taught how to protect themselves professionally — so we are teaching you now.



WHAT MOST NEW RBTs ARE NEVER TOLD

Rushing the hiring process may lead to inconsistent hours, inadequate training, and limited supervision support.

Asking thoughtful questions helps you identify companies that value their team and invest in quality services.



THEY NEED YOU MORE THAN YOU THINK.



REFLECTION FOR YOU

What are three things I need from an employer to be successful?

1. _____
2. _____
3. _____





SECTION 2

Clinic vs. In-Home ABA

Both settings can be excellent — *and both can be exhausting* if you walk in without information.

Use this side-by-side as a frame, then ask the questions in Section 4 to find out what is true at the specific company in front of you.



CLINIC ABA

PROS

- ✓ More consistent hours
- ✓ More BCBA support
- ✓ Easier coverage systems
- ✓ Teamwork environment
- ✓ Easier for newer RBTs

CONS

- ✗ Structured environment
- ✗ Can feel fast-paced
- ✗ Less flexibility



IN-HOME ABA

PROS

- ✓ Flexibility
- ✓ Independence
- ✓ Natural environment teaching
- ✓ Strong family relationships

CONS

- ✗ Cancellations
- ✗ Unpaid gaps
- ✗ Vacation instability
- ✗ Driving
- ✗ Inconsistent scheduling without backup systems



HEADS UP — Many RBTs are never taught to ask about cancellation protection before accepting a job. Add this to your non-negotiables.





SECTION 3

What to Say During the Interview

Open with a calm, professional **framing line**.
This positions you as a serious candidate —
not as someone begging for hours.



“Hi! I’m currently in the process of completing my RBT competency exam and I’m very excited about entering the field. Right now I’m being intentional about finding a company that has strong structure, consistency, support, and stable scheduling for RBTs long term. I just have a few questions so I can better understand whether this would be the right fit for me.”

”



INTERVIEW CONFIDENCE TIPS



Pace your voice. Slow is authoritative.
Fast reads as anxious.



Sit tall, hands visible. Open posture
signals confidence and clinical presence.



Pause before answering. Two seconds
of silence is professionalism —
not awkwardness.



Take notes during their answers.
It signals that you take the role seriously.



Smile genuinely, not constantly.
Warmth is welcome; performance is not.



Professionalism is not desperation.
You can be warm, eager, and still
have standards.



TOP QUESTIONS TO PRIORITIZE DURING YOUR INTERVIEW

1

What does a typical week look like for an RBT
with your company?

2

How are schedules created and how much
notice is given for changes?

3

What training do new RBTs receive and is it
paid during training?

4

How often do RBTs receive supervision and
who provides it?

5

What opportunities are there for growth
and professional development?

6

What systems do you have in place to
prevent last-minute cancellations?



YOUR INTERVIEW IS ALSO FOR YOU.

Asking thoughtful questions now helps you choose a company
that supports your success and protects your time.



SECTION 4

Important Questions to Ask

Bring this list with you. Check off **each question** as you ask it.
Use the notes lines to capture **both** what they said and how it felt.
Your gut is data.



WHY THESE QUESTIONS MATTER

These questions help you evaluate culture, support, consistency, and professionalism before you make an important decision.

Q01


How is new staff trained and what ongoing training is provided?

☐ Asked ☐ Answered

Company answer: _____

How did their answer feel? ☐ Confident ☐ Vague ☐ Defensive ☐ Honest

NOTES

Q02


Who will be my direct supervisor and how often will we meet?

☐ Asked ☐ Answered

Company answer: _____

How did their answer feel? ☐ Confident ☐ Vague ☐ Defensive ☐ Honest

NOTES

Q03


How does your team ensure ethical, high-quality services for clients?

☐ Asked ☐ Answered

Company answer: _____

How did their answer feel? ☐ Confident ☐ Vague ☐ Defensive ☐ Honest

NOTES

Q04


What opportunities exist for growth and skill development?

☐ Asked ☐ Answered

Company answer: _____

How did their answer feel? ☐ Confident ☐ Vague ☐ Defensive ☐ Honest

NOTES

Q05


How far in advance is the schedule typically posted or shared?

☐ Asked ☐ Answered

Company answer: _____

How did their answer feel? ☐ Confident ☐ Vague ☐ Defensive ☐ Honest

NOTES

Q06


What support is available if I experience a challenging situation in the clinic or home?

☐ Asked ☐ Answered

Company answer: _____

How did their answer feel? ☐ Confident ☐ Vague ☐ Defensive ☐ Honest

NOTES



YOU DESERVE CLARITY, SUPPORT, AND RESPECT.

Asking thoughtful questions now helps you choose a company that aligns with your values and supports your long-term success.





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Important Questions to Ask

Bring this list with you. Check off **each question** as you ask it.
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WHY THESE QUESTIONS MATTER

These questions help you evaluate culture, support, consistency, and professionalism before you make an important decision.

Q05



How often do RBTs typically experience gaps in scheduling?

☐ Asked ☐ Answered

Company answer: _____

How did their answer feel?

☐ Confident ☐ Vague ☐ Defensive ☐ Honest

NOTES

Q06



How many clients does a full-time RBT usually work with?

☐ Asked ☐ Answered

Company answer: _____

How did their answer feel?

☐ Confident ☐ Vague ☐ Defensive ☐ Honest

NOTES

Q07



How quickly are replacement clients assigned if a case ends?

☐ Asked ☐ Answered

Company answer: _____

How did their answer feel?

☐ Confident ☐ Vague ☐ Defensive ☐ Honest

NOTES

Q08



What does supervision and support look like for newer RBTs?

☐ Asked ☐ Answered

Company answer: _____

How did their answer feel?

☐ Confident ☐ Vague ☐ Defensive ☐ Honest

NOTES

Q09



How often are BCBAs onsite and accessible?

☐ Asked ☐ Answered

Company answer: _____

How did their answer feel?

☐ Confident ☐ Vague ☐ Defensive ☐ Honest

NOTES

Q10



What is your turnover rate like for RBT staff?

☐ Asked ☐ Answered

Company answer: _____

How did their answer feel?

☐ Confident ☐ Vague ☐ Defensive ☐ Honest

NOTES



GOOD QUESTIONS TODAY = A BETTER EXPERIENCE TOMORROW.

The right environment supports your growth.
Your future clients deserve your best.





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These questions help you evaluate culture, support, consistency, and professionalism before you make an important decision.

Q11



What do your strongest RBTs tend to like most about working here?

☐ Asked ☐ Answered

Company answer: _____

How did their answer feel?

☐ Confident ☐ Vague ☐ Defensive ☐ Honest

NOTES

Q12



What are the biggest challenges RBTs experience in this position?

☐ Asked ☐ Answered

Company answer: _____

How did their answer feel?

☐ Confident ☐ Vague ☐ Defensive ☐ Honest

NOTES

Q13



What opportunities are there for growth into Lead RBT, BCaBA, or BCBA pathways?

☐ Asked ☐ Answered

Company answer: _____

How did their answer feel?

☐ Confident ☐ Vague ☐ Defensive ☐ Honest

NOTES

Q14



Do you guarantee minimum hours for full-time employees?

☐ Asked ☐ Answered

Company answer: _____

How did their answer feel?

☐ Confident ☐ Vague ☐ Defensive ☐ Honest

NOTES

Q15



How do you support work-life balance and burnout prevention?

☐ Asked ☐ Answered

Company answer: _____

How did their answer feel?

☐ Confident ☐ Vague ☐ Defensive ☐ Honest

NOTES



YOU DESERVE CLARITY, SUPPORT, AND RESPECT.

Asking thoughtful questions helps you choose a company that values you and supports your success.





SECTION 5

Green Flags vs. Red Flags



After your interview, sit with your **notes** for at least a few hours.

Then compare what you heard against this list.

Patterns matter more than any single answer.



GREEN FLAGS



Clear, specific answers



Transparency about hours and pay



Organized onboarding



Consistent supervision



No defensiveness when questioned



Structured scheduling systems



Realistic expectations



They ask about **your goals**



RED FLAGS



Vague, hedging answers



Avoiding cancellation questions



"Well, ABA is **unpredictable**"



Overpromising hours



No backup systems



High turnover



Rushed hiring process



Unclear supervision structure



RULE OF THUMB

If a leader becomes **uncomfortable** when you ask structural questions, imagine how uncomfortable they will be when you raise a **real clinical concern**.

 SECTION 6

You Do Not Need to Say Yes Today



When the offer comes — and it **often comes faster than** you expect — you are allowed to take time. You are allowed to compare. You are allowed to think.

“Thank you so much. I’d love to think everything over and review my options before making a final decision.”



THAT is professional.
Not desperate. Not rude. **SMART.**



YOU ARE ALLOWED TO COMPARE

Comparing offers helps you find the best fit for your skills, values, and future.



YOUR DECISION SHOULD BE INFORMED

The right choice comes from information, not pressure.



YOU DESERVE THE RIGHT ENVIRONMENT

A supportive environment leads to better outcomes for you and your clients.



Companies that respect this response are the ones worth working for.

Companies that pressure you, guilt you, or threaten to rescind the offer are showing you exactly how they will treat you once you’re on their caseload.

Believe them the first time.





A MESSAGE FROM SPICY BCBA

You Were Never Taught This. Now You Know.



You are entering a field where you must learn how to protect your stability early. And honestly? Most RBTs are never taught this.

ABA can be beautiful, meaningful, and life-changing — but only when you learn how to navigate the field intelligently and advocate for yourself professionally.



PROTECT YOUR STABILITY

Build a strong foundation for a sustainable and successful career.



MAKE INFORMED DECISIONS

Knowledge gives you clarity and confidence to choose what's right for you.



ADVOCATE FOR YOURSELF

You deserve respect, support, and an environment where you can thrive.



**SPICY BCBA
INSTITUTE**

Educate. Empower. Elevate.



Explore the full **RBT Competency Program**, downloadable resource library, and the upcoming **ABA Company Guide Database** — a curated, ethics-first directory built so you never have to walk into an ABA interview blind again.

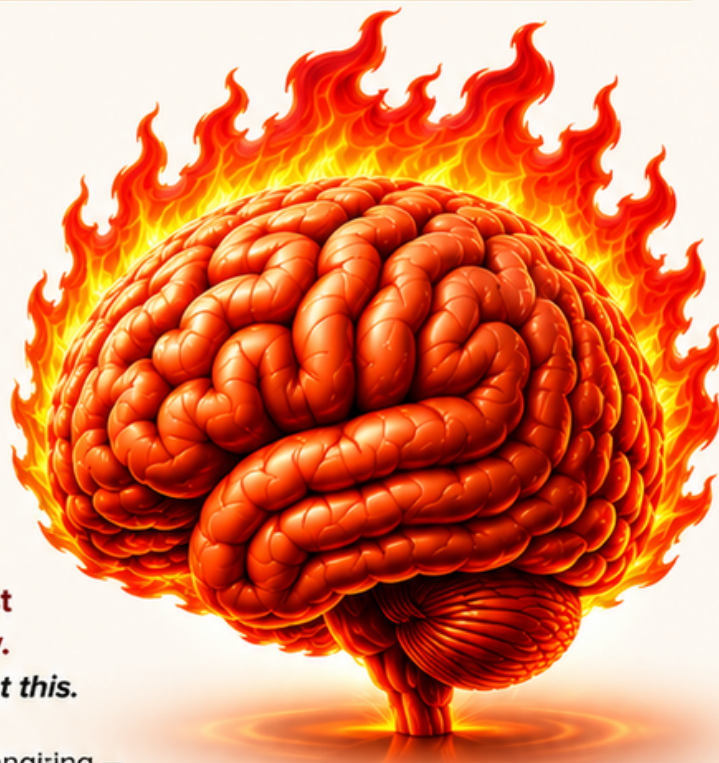


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and an environment where
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MORE RESOURCES FOR RBTs

Scan the QR code to access
additional tools, guides, checklists,
templates, and expert resources
specifically for RBTs.



SCAN HERE



Thank you for investing in yourself!

10% OFF

YOUR NEXT PURCHASE

Use coupon code at checkout:

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