



## GENERAL VOLUNTEER INTERVIEW QUESTIONS

These questions serve as examples of ones you might ask, and are designed to target the attitude and competencies desired for Connect Volunteers. Time will not allow you to ask every one of these questions, but every interview should touch on each of the 7Cs.

Be sure to ask additional questions if needed to get a complete understanding of all 7Cs, and write down only what the applicant says, not your interpretation of their answers.

**Applicant Name:**

**Position:**

**Date Interviewed:**

**Interviewed by:**

**CALLING:** *what we love to do and do really well*

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What do you love to do and do really well?

In what Volunteer Areas do you experience the most joy?

In what volunteer experience have you been most willing to make a sacrifice?

**CHARACTER:** *having a strong developed Christian character*

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What do you think a co-worker would say about you? A friend?

Tell me about a time when you found yourself in a challenging situation... how did you handle it? What would you have done differently?

**COMPATABILITY:** *what this candidate will bring to the team*

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What gifts or talents do you think you would bring to the team?

How do you handle conflict? What are some things that you have found to be helpful when dealing with conflict?

**COMPETENCY:** *demonstrated skills that best predict future performance*

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Have you \_\_\_\_\_ before? (Specific role applying for)

What experiences have you had that lead you to believe you would be good at being a \_\_\_\_\_?

**COMMITMENT:** *demonstrated commitment in previous volunteer positions or areas*

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How long have you \_\_\_\_\_?

How long have you lived in your community?

How long have you been at your work?

Tell me about an instance where you had to stick to something difficult in difficult circumstances.

**CONDITION:** *mental, physical, and spiritual readiness to serve*

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[If applicable: Drop-off Team Leader, Central Drop-off Team Leader, etc.] Some aspects of this position can be physically demanding. On a scale of 1-10, how would you rate your physical condition? [if applicant answers with concerns about his/her health] What strategies do you have to compensate for \_\_\_\_\_?

What do you do to keep in good spiritual shape?

Did you get a chance to read over our Statement of Faith? Was there anything you had a question or disagreement about?

**CONSISTENCY:** *responses and actions should remain consistent throughout the interview process*

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You told me about a time when \_\_\_\_\_, how does that connect with this volunteer position? (is he/she being consistent in their answers?)

Is there anything you'd like to say about your consideration for this volunteer position?