



LEADER VOLUNTEER INTERVIEW QUESTIONS

These questions serve as examples of ones you might ask, and are designed to target the attitudes and competencies desired for the specific role. 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 said, not your interpretation of their answers.

Applicant Name:

Position:

Date Interviewed:

Interviewed by:

CALLING: *what we 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?

What have you been created to do? What is it that you know God has called you to do? What gets you up in the morning?

What skills and gifts has He given you?

Tell me about a time when things didn't go the way you wanted – for example, a promotion you wanted but didn't get, or a project that didn't turn out how you had hoped.

CHARACTER: *having a strong developed Christian character*

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

What's the most useful criticism you've ever received?

Do you feel more energized working alone or working with people?

Tell me about someone you've invested in to help develop a skill or grow spiritually.

What brings you the most satisfaction – managing a large task yourself or cheering on others to complete the task?

Describe for me your best experience working with an individual volunteer or work partner on your team. Your worst experience?

Tell me about a time when you prayed a desperation prayer because you had done all that you could do and now it was God's turn to show up.

When have you failed at something? Describe what you learned from the situation. What was the experience you had that brought the most character building in your life?

How would you interact with a team member under your leadership who was not accomplishing the tasks they had agreed to?

Tell me about a time when it was hard to lead someone on your team. How did you work through the issues you faced?

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

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?

How do you embrace someone else's vision – in other words, how do you lead from the middle as a follower, as well as, a leader?

Tell me about a group you've recently influenced to change or tackle a project?

What qualities in your co-workers bother you the most? What do you appreciate most about those you work with?

How do you use your leadership skills to benefit the team when you aren't the lead?

COMPETENCY: *demonstrated skills that best predict future performance*

Have you _____ before? (specific job applying for)

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

Team members have differing skill sets and motivations, can you think of a person on a work or volunteer team you had to think through how to tap his or her potential?

If I were to ask your boss what your greatest strength is, what would he/she say? How do you make decisions? What are you good at? What do you enjoy doing the most? What has been your greatest accomplishment?

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

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 in difficult circumstances.

Have you ever not agreed with some of the decisions made by the leadership of a ministry?

What do you do when you are working on an ongoing project and you feel stuck?

Tell me about an ongoing committee or team assignment you've had – how did you keep them on task and motivated?

Describe a time when you were asked to do something that you weren't trained to do. How did you respond?

What will you enjoy doing with OCC? What is your greatest fear about volunteering with us?

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

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?

Who is your support system (family, spouse, church)?

What stresses you out? How do you manage your stress?

What are you currently studying?

Tell me your testimony.

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

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?