

# LOGISTICS 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*

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In what volunteer areas do you experience the most joy?

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

Please tell me about the most challenging project you have ever tackled as a team leader, program manager or volunteer coordinator. What spiritual disciplines helped you to accept the assignment and sustained you as you moved toward completion?

Describe the satisfaction you feel when you complete a project that involves multiple people, processes and/or deadlines.

Tell me about the “good tired” you experienced leading a work or volunteer team to a successful outcome.

What aspects of the ministry description get you the most excited for this volunteer role?

**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?

What do you think would be the most fun part of the role? What would be the most challenging?

Are you comfortable praying in public? Would you be willing to pray for a stranger?

**COMPATIBILITY:** *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 with other people? What are some things that you have found to be helpful when dealing with conflict?

Share with me about an experience you had where you either led or worked with a diverse group of people to accomplish a project, maybe at work or in a volunteer setting. What did you find to be successful in developing a team atmosphere? What are challenges to building a team atmosphere?

Would you be willing to build and lead a team with people from different churches and denominations? Share with me a few ideas about how you would do that and what the team would look like...

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

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Have you ever been involved with something that involved logistics - moving parts and multiple people- like what I've shared about with regard to what happens during our National Collection Week?

What experiences or talents do you have that lead you to believe you would be good at being a logistics volunteer for Operation Christmas Child?

When have you had an opportunity to train someone at work or for a volunteer role? What did you find came more easily and more challenging for you during the training process?

Which comes easiest to you, the process or the people-side? How do you compensate for your weaker side; keep the process running smoothly and assure your team is unified and moving forward toward the goal?

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

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How long have you lived in your community?

How long have you been at your work?

Tell me about a time when you had to stick to something in difficult circumstances.

How long have you been attending your church? Tell me about your relationship with your pastors.

As a Drop Off Location Team Member, you will be involved with Operation Christmas Child as a year-round volunteer. Tell me about your schedule and if you think you would be available for team meetings and trainings associated with your role.

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

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Some aspects of this position can be physically demanding. On a scale of 1 to 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?