



CHURCH & COMMUNITY RELATIONS 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:

Overall 7Cs Score:

As you begin, remember to introduce each of the individuals in the interview (interviewers and applicant) and commit the interview in prayer.

CONDITION: *mental, physical, and spiritual readiness to serve* (choose 2-3 of the following questions)

I'd love to hear more about your testimony ...would you be willing to share a little bit about how you came to know the Lord?

Did you get a chance to read over our Statement of Faith? Do you have any questions or concerns?

What do you do to keep in good spiritual shape?

Share with me how you see the job description and responsibilities fitting into your schedule and home life...

How do you rate this applicant on condition?

Poor

Average

Excellent

1 2 3 4 5 6 7 8 9 10

CALLING: *what we love to do and do really well* (choose 2-3 of the following questions)

What do you love to do and feel like you do really well?

When it comes to volunteering, in what areas do you experience the most joy?

Why OCC? Of all the ways you can serve as a year round OCC volunteer, why does Church Relations interest you?

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

Is there anything that you feel God has called you to?

How do you rate this applicant on calling?

Poor

Average

Excellent

1 2 3 4 5 6 7 8 9 10

CHARACTER: *having a strong developed Christian character* (choose 2-3 of the following questions)

How do you think a co-worker or friend would describe you?

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

Share with me a time when you had to work through a conflict with someone you worked or served with...

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...how did you handle it? What did you learn from the experience?

What was the experience you had that brought the most character building in your life?

How do you rate this applicant on character?

Poor

Average

Excellent

1 2 3 4 5 6 7 8 9 10

COMPATIBILITY: *what this candidate will bring to the team* (choose 2-3 of the following questions)

What does being on a team mean to you? What do you appreciate most about being part of a team?

What gifts or talents do you feel 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?

How do you rate this applicant on compatibility?

Poor

Average

Excellent

1 2 3 4 5 6 7 8 9 10

COMPETENCY: *demonstrated skills that best predict future performance* (choose 2-3 of the following questions)

These questions work well together and can be combined if desired.

This role is a lot about developing and building relationships with participating churches and the people who are leading OCC in these churches. Do you feel comfortable talking with people on the phone and in person whom you don't know to develop relationships? What do you see as the possibilities or the challenges? How could you overcome the challenges?

If selected, you would also be reaching out to churches in your area who don't partner with OCC yet. How would you feel about making phone calls or visits to these churches where there's not an OCC connection? What possibilities and challenges do you see? How could you overcome the challenges?

What experiences, spiritual gifts or talents do you have that you feel might make a Church Relations role a good fit for you and the ministry?

How do you feel about sharing OCC with a church or church group (small or large)? Have you had experience giving a presentation?

We do a lot of things using the computer and the internet, how comfortable are you in using each of these for the role?

How do you rate this applicant on competency?

Poor

Average

Excellent

1 2 3 4 5 6 7 8 9 10

COMMITMENT: *demonstrated commitment in previous volunteer positions or other areas (choose 2-3 of the following questions)*

How long have you been at your church/work?

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

How do you “stay the course” when it seems you aren’t making progress? What spiritual, emotional, and practical things (blocking time in your calendar, setting personal goals or deadlines) do you do to stay focused?

What are you most excited about in serving with OCC? Do you have any concerns about volunteering with us?

How do you rate this applicant on commitment?

Poor

Average

Excellent

1 2 3 4 5 6 7 8 9 10

CONSISTENCY: *responses and actions should remain consistent throughout the interview process (choose 2-3 of the following questions)*

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

How do you rate this applicant on consistency?

Poor

Average

Excellent

1 2 3 4 5 6 7 8 9 10

Upon completion of the interview, ask the Volunteer to pray to close your time together