

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:

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*

I would 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?

Who will be your support system? (Family, spouse, church)

Some aspects of this position can be physically demanding. Do you feel there are any challenges that may prevent or hinder you from serving in a role like this?

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*

In what volunteer areas do you experience the most joy?

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

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

What skills and gifts has God given you?

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*

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?

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

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*

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

What does being on a team mean to you?

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. What did you find to be successful in developing a team atmosphere?

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*

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?

Can you tell me about a time where you had to complete a variety of tasks in a short amount of time?
How did you organize yourself to ensure that the tasks got completed?

You've had an opportunity to read the ministry description. Are there any challenges that you see or areas that you would need support to be successful?

What's the process you undertake when you need to make decisions?

What has been your greatest accomplishment? What do you enjoy doing the most?

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*

How long have been at your church/work?

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

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

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*

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