



PRAYER TEAM 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'd love to hear more about your testimony coming 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?

Describe your own prayer life. What are you doing right now in prayer?

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*

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

You have had the opportunity to read the ministry descriptions for the prayer team member role – what aspects from the ministry description excites you most about this volunteer role?

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

What skills and gifts has God given you?

When did you first sense a desire to intercede for people or ministry?

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?

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?

How have you seen prayer as an effective tool?

Tell me an experience you've had with spiritual warfare. How did you find prayer effective in that?

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 does being on a team mean to you?

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

Based on what you know of this role, how do you see the power of prayer being critical to the ministry of OCC?

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 previous experience have you had in a formalized intercessory prayer role with your church or other organizations?

What are some creative ways you've engaged different types of people in prayer?

Share any experiences you've had leading or organizing a prayer event.

Besides the Bible, is there a powerful book/quote/sermon you've read/heard that has influenced your prayer life?

What experiences have you had that have lead you to believe you would be good at being an admin/prayer team member?

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 you been at your church? Lived in your community? Been at your work/former position?

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

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*

Share with me about a time you had to step outside your comfort zone to serve Christ...what was it like?
What helped you get through it?

Is there anything else you would like to share or any questions you have?

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