**DEVELOPING INTERVIEW QUESTIONS *& Sample #2***

**DEVELOPING INTERVIEW QUESTIONS**

1. Choose questions to be asked of each candidate you will interview. For instance . . .
   * + What is it about our church profile that attracted you?
     + What strengths, skills, talents, do you see yourself bringing to our church and its stated needs and challenges?
     + What is one thing in our church’s profile that will be hardest for you to accomplish?
     + What is your weakness? The most difficult thing for you to do?
     + What has been your most challenging experience so far? Most rewarding?
     + What is your favorite part about ministry?
     + What do you do for fun?
     + What are some of the most important things to do when arriving in a new church?
     + How might you go about (building a stewardship program) (managing church conflict) (participating in Christian education programming) (supporting lay leadership) (pastoral visitation)?
     + How do you see yourself relating to the community? To other churches and faith communities?
     + Describe how you approach your preaching preparation.
     + How do you take care of yourself? How do you expect to maintain boundaries between home and ministry?

1. Add those questions which grow out of particular profiles. For instance . . . “You’ve always lived in urban/suburban areas. What led you to apply to a church located in a rural setting?”
2. Develop case studies—based on your church’s experience—that are designed to test leadership style, flexibility, sensitivity or a particular expertise required by a church. For instance, how the candidate might manage the handling of a conflict your church has experienced; a temperamental organist; church school creativity, etc.