

### **Questions for Interviewing Potential Pastor / Ministry Staff**

1. Tell us a little of your life, your family, your interests, your faith journey.
2. Tell us about some of your recent experiences in work/ministry.
3. Why have you applied for this role?
4. What do you see as the three most important aspects of this role?
5. What excites you about this role?
6. How do you see yourself fitting in with the theological distinctives and ethos of this church?
7. Can you give me an example of a time in one of your previous or current roles when you have gone 'above and beyond the call of duty' to get a result?
8. What are the three most important lessons you've learned from decisions you have made in your work/ministry?
9.
  - a. What three words would best describe your personality?
  - b. Can you tell me about a time that these qualities helped you be successful in your work/ministry?
  - c. Can you describe another time when these same qualities made it difficult for you to achieve a goal in your work/ministry?
10. In what ways would you see yourself as a team player while still maintaining your role as a leader?
11. We've all had times at work where we've needed to sort out some difference of opinion with someone else. Can you describe a time when you dealt with something like this?
12. Can you tell me about one of the most significant strategic risks that you have taken while working in your previous work/ministry?
13. What is the single most stressful experience you have faced in your work/ministry?
14. As a leader you are going to have some who are not supportive or even hostile to your leadership role or to you personally. How would you handle these ones?
15. If you could change any one thing about your personality, what would it be?
16. What do you do to maintain your own personal relationship with the Lord?