



SURFACE TO SOUL

Live Well | Lead Well | Coach Well

Sample Interview Questions

The interview process provides an opportunity to determine if the candidate is a "good fit" for all parties involved. Before interviewing, consider which skills and qualities are most critical to the role you are seeking to fill.

- What interests you in this position?
- Tell us a little about your background, interests, and training.
- Tell us about your faith journey. What are your plans for your own personal/spiritual development?
- In what ways do you practice your faith on a daily/weekly basis?
- What are the things you are proud of in your current ministry setting?
- What challenges have you experienced?
- How do you balance the demands of ministry with your personal needs or the needs of your family?
- What are the theological or philosophical underpinnings that guide your ministry efforts?
- How comfortable are you with the theological/doctrinal positions of our congregation/denomination?
- If you were selected for this position, describe how your ministry might unfold here over the next 1-2 years.
- Assuming you were hired, what would you want people from this congregation to remember you for?
- What would you do the first 90 days of your ministry?
- What do you look for in a volunteer leader?
- How would you equip and support your ministry team leaders and nurture their spiritual growth?
- If you found that a volunteer leader was not a good fit, or behaved inappropriately, what would you do?
- Describe some of the methods you use to involve others in your ministry setting.
- Tell us about a project or ministry program that you initiated and implemented successfully.
- What experience have you had leading Bible studies? Small groups? Trips & retreats? Leading worship?
- Would you say that you are "people-oriented" or "task-oriented"?
- What do you see as your personal strengths? What are your weaknesses?
- How do you handle conflict? Unfounded criticism? Ministry failure or disappointment?
- How do you manage unrealistic expectations? Church politics? Triangulation?
- How would you describe your leadership style? Your learning style?
- In what areas of ministry do you feel that you could benefit from additional training?
- How would you equip parents and grandparents to be faith-shapers for their children and grandchildren?
- Share your perspective on our denomination's/congregational stance on _____ (list critical issues).
- What do you need from the members of this congregation to do your best work?
- What aspects of congregational ministry are life-draining for you? What would cause you to leave?
- Share your hopes for this congregation.
- Describe a time when you have used your creativity to make a difference.
- If you were selected for this position, when could you start?

What questions do you have related to our church and this position?



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