



## Discovery Interview Notes

*Staff*

Name of Applicant:

Name of Interviewers Present:

### **About the applicant (personally)**

1. Tell us a little bit about yourself.
  - a. Faith Journey
    - i. When did it start?
    - ii. What are you doing currently to grow in your relationship with Christ?
  - b. Family
    - i. Give us a general overview of your family.
  - c. Abilities/Unique Giftings
    - i. What abilities/gifts has God given you?
    - ii. What would a good friend say your giftings are?
  - d. Job History
    - i. What are you currently doing?
    - ii. What have you done previously that you enjoyed?
  - e. Energy/Joy
    - i. What gets you excited?
    - ii. When you have free time, what brings you life? What do you love to do?
  
2. Personality Assessment
  - a. Insights (Red-Blue-Green-Yellow)
    - i. If four friends are going to lunch, typically you would see these personalities as follows:
      1. Red – Will drive the car, give the other passengers the food options they can pick from OR even pick the restaurant themselves.
        - a. Driver, Leader, Vision Caster
      2. Yellow – Will turn the music on to something fun, tell a story that gets everyone laughing.
        - a. Outgoing, Life of Party, Loves to be around people
      3. Green – Will go along for the ride, flexible about what restaurant is chosen.
        - a. Peacemaker
      4. Blue – When the check comes at the restaurant, they will divide the check up evenly to the penny.
        - a. Cares about details, organization
    - ii. What personality type most fits you?
  - b. Introvert vs. Extrovert
    - i. Would you consider yourself an introvert or extrovert? Why?



### 3. Self Assessment

We are going to read a series of words and have you rate yourself on a scale of: Poor, Fair, Average, Good, or Excellent.

- Teachability
- Trustworthiness
- Discernment/Wisdom
- Leadership
- Service
- Attitude
- Humility
- Sense of Humor
- Following Through
- Following Directions

#### **About working at Faithbridge and the specific position**

1. What do you know about Faithbridge? What makes you want to work at a church—and here specifically?
2. Why do you think you are a good fit for this position? What made you want to apply for this position?
3. What experiences or giftings do you have that would make you a good fit for this position?
4. How do you feel about working on Christmas Eve, Easter, and at other Community Buzz Events?
  - a. If Sunday – Thursday: How do you feel about working vs. worshipping on Sundays?

#### **Questions for Safe Ministry**

We exercise great care in recruiting and placing staff and servers because we believe that protecting the safety and well-being of the children, students, and adults we minister to is our utmost responsibility. This next section of questions relates to keeping Faithbridge a safe environment.

1. How would you describe your ability to relate to children and/or youth?
2. Do you know of any characteristics that would negatively affect your ability to work with children and/or youth?
3. Have you ever put children/youth in a situation that would compromise their safety? If so, please describe.
4. Have you ever abused a child or been accused of abusing a child?