



## Leadership Interview Notes

*Staff*

Name of Applicant:

Name of Interviewers Present:

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

1. Start with a follow-up question from Discovery Interview (background, testimony, passions, etc).
2. Would you describe yourself as more creative or administrative? Why?
3. Would you describe yourself as project oriented or people oriented? Why?
4. What type of person do you get along with the best and enjoy working with? What type of person frustrates you and is a struggle to work with? [Give an example of someone who represents each category].
5. If vocational ministry background: What brings you the greatest joy working in ministry? What causes you the most frustration?
  - a. If not vocational ministry background: What has brought you the greatest joy during your working career? What has caused the most frustration?
6. Where do you see yourself in the next two years? Five years?



## Theology/Social Issues

We are going to ask you about a variety of topics and ask you to classify them as: Sin, Gray Area, or OK. And then we would like you to briefly explain your reasoning.

1. Tattoos and Body Piercings
  - a. INSERT NOTES
2. The use of alcohol
  - a. INSERT NOTES
3. Use of Tobacco (chewing/smoking)
  - a. INSERT NOTES
4. Drugs (including marijuana/vaping)
  - a. INSERT NOTES
5. Sexual Activity (pornography, fooling around, sex before marriage)
  - a. INSERT NOTES
6. Homosexuality
  - a. INSERT NOTES
7. Transgender
  - a. INSERT NOTES
8. Abortion
  - a. INSERT NOTES

**For all ministry related roles:** Thanks for giving your answers on that section. The reason we ask questions like that is because they will come up from time to time (For example: A Curious leader may have a student wrestling with gender identity and need guidance on how to have that conversation; Someone attending a grow group/Start Point class might have questions about these topics, etc).

If applicable, ask a follow-up question about how they would handle a situation involving one of the topics above.

## About previous employment experience

1. Tell us about your most recent work experience. What did you enjoy the most about your last job? What did you enjoy the least?
2. What was your last boss like? What did he/she do to get the best results from you?
3. What is something from your last job that you are proud you accomplished? If you could go back and change anything, what would it be?
4. What skillsets did you utilize in your last job that will help you in this role?
5. Do you work best on a team or individually? Give an example of your preferred work style.



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

1. What do you know about Faithbridge and what makes you want to work here?
2. You are sitting with active leaders at Faithbridge—what questions do you have for us?