A well-planned interview for a new leader at your church is a critical part of the hiring process. Rather than "winging it" or asking the "same old, same old" questions, take time to plan the interview. It's important to get a clear picture of the candidate in these three areas:

- Competency // Can the individual do the tasks and lead the team as needed? Does he or she have the skills and abilities required to take your church to the next level?

- Character // Is he or she a person of integrity who lines up with the values of your church? Does the candidate have a vibrant and growing faith that you'd love to see replicated in other people?

- Chemistry // Do you like spending time with him or her? Is this the kind of person that you'd like to spend a lot of time with in the future?

Below are some example questions in three different categories to help you plan for upcoming interviews.

**Icebreaker Questions**

As you kick off an interview, you want your candidate relaxed and feeling comfortable. Nervous or anxious people don’t interview well and won’t give you a sense of what it would be like to have them on your team. Here are some suggested questions to help break the ice at the start of the interview:

- What innovation in technology has made the most impact on your life or ministry?
- If you could choose an age to remain forever, which age would you choose?
- Who was your childhood hero and why?
- If you had one free hour each day, how would you use it?
- Tell us one of your earliest memories from being in a church.
- What was the best thing that happened to you this weekend? This month? This year?
- Who was your favorite teacher in school and how did he or she impact you?
- If you could go anywhere in the world on vacation, where would you go?
Performance-Based Questions
Past performance is the best indicator of the future performance of a prospective team member. Find out what the candidate has actually accomplished. Here are some potential questions for you to consider using:

- Tell me about a time when you developed a new team of volunteers into a strong working group. What did you do? How did you know they were strong?
- People consider our church fast-paced and always changing. When have you found yourself in a context like that in the past? Tell me exactly what you did to deal with the pace and what the outcomes were.
- What have you done this week to grow in your relationship with Jesus?
- How have you improved existing systems and structures in the past?
- What was the most creative idea you introduced in your last ministry role? How did you persuade the leadership at the church to execute your idea?
- Tell me about a time when you let someone down and how you dealt with that situation.
- What goals have you set in the past for your ministry area and how did you accomplish them?
- Describe a time when voicing your opinion was uncomfortable but you did it because you believed so strongly in the value of your perspective.
- Give me an example of the most complex project you have been involved with at your church. Tell me about your part and the outcomes.
- When you are communicating with volunteers and it becomes apparent that they don’t understand what you’re saying or vice versa, what do you do?

Next-Level Questions
Looking for some next-level questions that might uncover fascinating insights into your candidate? Like a spice in a good meal, don’t overdo these kinds of questions. Your goal in interviewing people isn’t to ask “gotcha questions” that throw them off balance. Here are a few questions that will encourage your candidate to think deeper:

- What book do you think everyone on the team should read?
- What unanswered questions do you have about your faith?
- What do you know is true that most people disagree with you about?
- What are a few things that really bother you that most people don’t seem to mind?
- What are we doing as a church that you disagree with or would want to change?

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