

Reference Questions

General Questions

- How long have you known the candidate?
- Describe your relationship with the candidate.

Criteria Questions:

Makes Things Happen

- How would you describe their energy level?
- What project could not have been done without them?

See & Seizes Opportunities

- Can you describe a significant faith moment they took in their last ministry?
- Would you describe them as a risk taker? Why?

Positive Influence on Others

- What type of teams have you seen the leader pull together?
- How would you describe their leadership style?
- How would you describe their conflict management skills?

Adds Value

- What strengths did they bring to the organization?
- What improvements would people say that they made to the ministry they are leading? Or have led?
- How would you describe how the larger ministry was affected by their ministry?

Attracts Good People

- How would you describe the people on their ministry team?
- Who would be in their inner circle?
- Describe how they recruit & enlist people to join their ministry team.

Equips Leaders

- Who were some significant mentors in their life?
- Are you aware of anyone who would call them their mentor?

Provides Ideas

- Would you describe them as well read? Why?
- What kind of grade would you give them on creativity?
- Can you describe a key idea they came up within their ministry? How effective was it?

Great Attitude

- Can you describe a ministry setback they faced and how they dealt with it?
- In your opinion what was the hardest decision they had to make in their ministry?
- What motivates them?
- What drains them?

Finishes Well

- Describe a project that they led from beginning to end.
- What would you say was their best contribution to the team or organization?
- What is harder for them, starting a project or finishing one?

Understands Loyalty

- What grade would you give concerning their respect for spiritual authority?
- Are you aware of a situation where they were in disagreement with their supervisor and how did they handle it?