

## **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?