

Interview Questions for Hiring Staff

By Bobby Hill

1. Why did you choose to apply for this position?
2. What did you enjoy the most about your last role?
3. What types of people annoy you the most?
4. What was your most significant “people” conflict during your last ministry or business position?
5. What are three things you would change in your next position (contrasted with former).
6. How can the Senior Pastor help in you in achieving your goals?
7. Under what circumstances would consider leaving a church position?
8. What would like to accomplish in your next 3-5 years?
9. How does your spouse view your gifts and callings?
10. What was your response when former leaders made decisions which you disagreed?
11. What have you done for personal improvement over the last six months?
12. Describe your best work environment?

Factors to Consider When Hiring Your Dream Team

1. **CALL:** Are they genuinely called to the position?
2. **CHARACTER:** Do they have a character consistent with scripture and godly standards for leaders?
3. **COMPETENCY:** Do they have the requisite skills and abilities to fulfill the task required?

4. CHEMISTRY- Do they have the ability to blend, complement, and add strength to existing team? Are they a good fit?
5. COVENANT- Have they demonstrated a pattern of loyalty, and commitment to spiritual authority?