

## SAMPLE INTERVIEW QUESTIONS FOR CHILD RELATED MINISTRY<sup>1</sup>

These behavioural and situational questions are designed to determine how a potential leader may respond in a child-related situation. They are not intended to replace questions you might ask regarding their "calling" to a ministry position and spiritual walk.

*Select one or more questions as appropriate during interviews*

- An asthmatic child at a Children's Ministry camp is resisting taking their medication. What would you do?
- What would you do if a young person attending the youth group came up to you and said they were attracted to you?
- Can you think of a problem behaviour that you might select to work on with a child or young person over a period of time? Step by step, what would you do?
- A parent phones you and complains that one of the other leaders called their child or young person a wimp. What do you say?
- You suspect that one of the children or young people in your program has stolen some money from one of the leader's bags. What would you do?
- During a ministry program an intoxicated person attempts to get into the church building. What would you do?
- Please tell us about a time in which a child or young person you were responsible for did something very unexpected and worrying. What happened and how did you handle it?
- Have you ever worked with a child or young person who really got under your skin? What did you do about it?
- What are some of the ways you have used to motivate children and young people?
- Can you tell us about a time when you felt ineffective or frustrated in your efforts to deal with a conflict between you and another leader? What was the situation? What did you say and do? What made the situation difficult for you? What was the outcome of the situation? What steps have you taken to improve your skills in this area? What are the results of these efforts?
- Can you give us an example of when you were able to facilitate co-operative working in a ministry team to accomplish an effective goal?
- Can you tell us about your best example of creating a positive atmosphere for children or young people in a ministry?

<sup>1</sup> Adapted from *Choose with Care: Building Child-Safe Organisations*, Childwise, 2004.