



**Karen Knight Consulting**  
Volunteer Management Strategist and Mentor

## Applicant Interview Questions

When recruiting, it's important to find a person who will both be happy in their role *and* contribute effectively. Here is a sampling of questions that can help you understand what the applicant can offer the organization, and what they might look for in return. Feel free to add, delete or alter the questions to suit your needs.

1. Why did you decide to volunteer for our organization in particular?
2. Where did you find out about our volunteer program?
3. What do you know about us, our culture and values?
4. Tell me about your core values and how they fit with ours.
5. What lived experience do you have that might help you in this role?
6. What specific skills do you bring?
7. What are some of your hobbies?
8. What keeps you motivated during tough times?
9. Please tell me about a time you were in a conflict situation with a co-worker, client or manager. What happened and how did you handle it?
10. If you are unsure what to do in a new situation (new job, new class at school) how do you handle it?
11. What would you do to “decompress” after a stressful shift?
12. What do you hope to get out of the volunteering experience?
13. What is one new skill you would like to learn?
14. What was your most rewarding volunteering experience, and what made it so?
15. Tell me about a poor volunteering experience you've had and what made it poor.
16. How do you like to be recognized for your accomplishments?
17. You are required to volunteer at least {expected time}. How do you plan to fit volunteering into your schedule?
18. Do you have any barriers to volunteering that we can help you overcome?
19. Reference Checks and Police Record Checks are part of our application process. Is that a concern for you?
20. Do you have any questions for me?