

Live Dialogue Interview Questions

1. Why are you considering leaving your current position?
2. What brings you the greatest joy in your work?
3. What causes you the most frustration in your work?
4. Of all the things you have done, what is the one you hope to never be asked or required to do?
5. As a leader, are you more of a risk-taker or do you tend to be more conservative?
6. Describe your leadership style: Charismatic? Relational? Organizational?
7. Would your peers describe you as a good recruiter, a good manager, or a good doer? Why or why not?
8. If someone from your circle of peers, who is not a fan of ours, were sitting here with us now, what criticism would he or she have of you?
9. What is your approach to handling conflict and confrontation:
 - a. Head on, assertive, fast, fix it
 - b. Avoid, procrastinate, eventually get to it
10. When it comes to finances are you more of a “faith” person or a “facts” person?
11. How do you handle pressure:
 - a. Pull back, retreat, reflect
 - b. Power up, get aggressive
 - c. Align yourself with allies, find those who support you and “smooth things over”
 - d. Ignore, procrastinate, and pray for God to intervene
12. Describe what you think would be a normal workweek in this position.
13. Are you overworked or under-worked in your current (or previous) position?
14. Have you ever experienced “burnout” in your career? If yes, explain.
15. Describe one of your greatest “failures” in your career.
16. What did you learn from the failure?
17. Describe one of the most difficult leadership decisions you have made.
18. Complete the sentence, “I would be a better leader if....”
19. Are you energized more internally or externally?

20. As a leader, why do people follow you?
21. If you have only one hour, which do you think is the most important and why:
 - a. Visiting a top giving church member who would like to discuss their potential large donation in the near future?
 - b. Keeping an appointment with a "potential vendor offering pro bono services?
 - c. Spending time with a church member who is considering leaving the church due to unresolved conflict?
22. If your supervisor gave you 9 assignments to complete in one week and you felt you could only accomplish 5 of them, how would you handle the situation?
23. What do your peers compliment you on the most?
24. What kinds of problems do people in your organization ask you to help them solve?
25. Is there anything we have not discussed that we should know about?
26. What personal accomplishments do you feel most proud of?
27. If you joined our team, why would we be a bigger, better, and stronger organization?
28. What draws you to our church?
29. If you were to join the team, what kind of financial compensation would you expect?
30. Describe the method you would use to terminate an employee.
31. Describe the characteristics of an effective mentor.
32. When receiving feedback or information from others do you like detailed information or are you a bottom-line person? Briefly explain.
33. What do you consider your greatest contribution in your current (or previous) church? What will last after you leave?
34. What one specific accomplishment are you most proud of in ministry?
35. What kind of people do you have the most difficulty working with?
36. What are your most productive strengths?
37. In what areas of ministry have you been most successful in the local church and why?
38. Name the last three most influential books you've read and approximately when you read them.
39. As a student of leadership, what specifically are you working on to become a better leader?
40. Are you more creative or administrative?

41. Are you more project-oriented or people-oriented?
42. Describe your ideal job description.
43. What would you do differently if you were beginning your ministry all over again in your current church?
44. Describe the best boss you've ever had.
45. What do you do for fun on your days off?
46. Who are your heroes and mentors?
47. Are you in a small group? If so, which one?
48. What would your spouse name as your weakness as a leader?
49. When you meet a new visitor at church, what is your main goal or objective?
50. On Sunday morning, do you find yourself migrating toward church leaders, regular attendees, personal friends, or new visitors?
51. Do you prefer focusing on one project or process at a time, or do you prefer juggling multiple projects? (If your answer is multiple projects, briefly describe what you have juggled.)
52. What questions on this list was most intriguing, which was most difficult, and which one most annoying to you?