Volunteer Interview Notes

Pillar	Positive	Concern	Question	Notes
Social Justice What is your working definition?			* What current event has caught your attention lately? Why? * Tell us more about your service/work experience at (blank). How did this work add to the world? Charity vs. Justice aspects…which one have you had more experience with? *How are you as a Beginner? *Name a favorite job or service project	- understanding of charity vs. justice
Community Working definition?			* What are your strengths in communicating? What would you like to work on? * Tell us about a recent conflict you were involved in. What did you like about the way you handled it? Is there any part that you would have handled differently? * Tell us about a recent time you've asked for help. What was that like for you? *Speak about a time when someone you knew experienced stress, and how his/her actions affected yours.	- Understand expectation of communication? - Do they take responsibility for their part in the conflict? - Do they demonstrate insight? - understand that C is interdependent with goal of support

Spirituality Working definition?			*explanation of Spirituality nights by interview team * Experience with shared prayer *How do you spend time alone with God?	- open/comfortable with sharing faith?
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Simplicity Working definition			What does simplicity mean to you/how do you define simplicity?	- simplicity as relationship not just money

General Interview Team: these are last because sometimes the applicant answers them during the conversation. If not, please be sure to ask these questions.			* How do you define success and failure? How do you handle each? * Using core values as reference – what happens when someone you live/work with equally strong core values that are different? * What do you for fun? *What causes stress for you? *What do you do to relax? *How do you handle saying NO? Are you flexible in your placement choice?	- flexibility vs. dogmatic Can this person match more than one placement?

Intangibles:

What was the applicant's affect during the interview?

What was their perceived level of investment?

Are their expectations of themselves reasonable?

How does this fit in with their expectations for the CCSC?

CCSC's expectations of volunteers?

What is likely to be their biggest strength in the program? In community?

What is likely to be their biggest challenge in the program? In community?

Who are we looking for in the ideal CCSC candidate? How does this individual match up to those expectations?