



# Applications & Interviews: Visualizing Your Desired Volunteer

*A brief reflection and exercise for interviewers and program staff.*

## Visualize!

Consider this: over 18,000 volunteers served with Catholic Volunteer Network programs in 2014-2015\*, each possessing unique backgrounds, strengths, and areas for growth. With such diversity, how can you begin to determine what makes an applicant right for your program, or vice versa?

Before reviewing a single application, create a list of desired attributes that correspond with your program's mission, values, and basic requirements. While no applicant will possess all qualities, your overall application/interview process should allow room for the "good fits."

Using the **Four Pillars** as example guides, your attribute list\*\* might look something like this:

### Spirituality

- Shows overall evidence of a developing spiritual life, joys and challenges included
- Engages with some organized faith body, campus ministry, or prayer groups
- Expresses desire for prayer and reflection (individual and communal)
- Is comfortable with Catholic/Christian program identity

### Social Justice

- Shows basic understanding of issues of poverty, injustice, and inequality
- Has realistic expectations of the service experience (i.e. accompaniment, solidarity)
- Engages with student committees, action groups, or service projects
- Exhibits awareness of current events (local and national)

### Simple Living

- Expresses willingness to sacrifice some material comforts during service
- Shows understanding of individual consumption choices and societal impact
- Expresses desire to prepare and share meals within community
- Demonstrates a balanced relationship with personal technology and social media

### Community

- Expresses responsibility, flexibility, and ability to participate in group decision making
- Expresses healthy self-awareness, balance in self-assessed strengths and weaknesses
- Shows openness to new experience, capacity for intimacy
- Has coping skills, balanced outlook on past family and relationship experiences

Your list will help you identify well-rounded candidates who express interest and experience in numerous elements of your volunteer program (i.e. instead of Social Justice or Spirituality alone).

Be sure to include any aspects or categories unique to your program. Having a list will also help you keep a big-picture outlook when reviewing each applicant, especially as you delve into the chronological details of education, previous employment, etc.

\*Statistics taken from the 2016 [Catholic Volunteer Network Membership Survey](#) (click)

\*\*This list was adapted and modified from the Catholic Volunteer Network [Formation Workshop Guide](#), authored by John Pinter (click)