

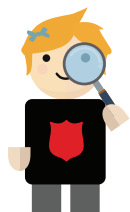
# SAMPLE VOLUNTEER INTERVIEW QUESTIONS

Finding the right volunteer starts with asking the right interview questions and preparing these questions is a key component of the recruitment process.

## KEY INTERVIEW STANDARDS

1. When interviewing, avoid questions that can result in discrimination or bias.
2. Interviews can be conducted in several ways including face-to-face, over the phone or as an online questionnaire. However, face-to-face interviews are preferred for all positions and mandatory for any child-related and/or vulnerable person-related roles.
3. Smile and don't rush the conversation. They are interviewing us as we are interviewing them!
4. Be sure to allow time for the applicant to ask their own questions.
5. If background checks are required for this role, this should be highlighted in the interview.

Below is a list of sample interview questions. Review the role description and use the questions that make sense for your role and locations. You may choose to ask additional questions based on the role and/or program, just make sure to use lots of open-ended questions to give the applicant an opportunity to demonstrate whether they have the relevant knowledge and experience to fulfill the required tasks and assess whether the role can satisfy their motivation for volunteering.



# SAMPLE VOLUNTEER INTERVIEW QUESTIONS

## Sample Questions

1. Why have you chosen to become a volunteer?
2. What interests you about this volunteer role?
3. Have you volunteered in the past?
  - If yes, what have you enjoyed most about previous volunteer work?
  - If no, what have you enjoyed most about previous paid work?
4. Can you briefly talk about your experiences as they relate to this role?
5. a) Are you familiar with The Salvation Army and the work we do?
  - Once they have responded, take the time to go over our mission and values with them.b) Do you have any questions or concerns regarding your ability to adhere to our mission and values while in this volunteer role?
6. What are your personal goals for this experience?
7. What makes you uncomfortable, frustrated or stressed?
8. Do you prefer working independently or with a group?
9. What are your favourite hobbies?
10. How do you feel about working with people who are different from yourself?
11. Why do you think this volunteer opportunity is a good match for you?
12. Describe your ideal supervisor.
13. How much time per week do you have available for this role?
14. To the best of your knowledge is there any reason you would be considered unsuitable to work with children or vulnerable people?
15. Do you have any questions that you would like to ask us?