**SAMPLE INTERVIEW QUESTIONS**



Below are some suggested questions to cover when interviewing applicants. You may want to add these to your existing questions or include some of your own in this list to reflect the nature of your particular missions program.

## Motivations and Expectations

1. What do you feel are the main reasons that have led you to want to go on this short-term mission trip?
2. What is your understanding of the trip, and what your role will be?
3. What would you like to learn from the experience?
4. This trip will be focused on learning about our partner organisations and how we can best support their long-term work, more so than doing things while we are over there. How do you feel about that?

## Skills/Qualifications

1. What skills/qualifications do you have?
2. What experience do you have in cross-cultural missions or volunteering overseas?

(This may reveal misconceptions from past experiences, such as volunteering in orphanages).

## Child Protection

1. What experience do you have working or interacting with children?
2. Why do you think it is important to protect children?
3. Has there been a time where you have had serious concerns about a child’s wellbeing? How did you respond?
4. Do you have any criminal convictions related to children that we should be aware of? (You may want to mention this if you have not received their background checks back yet, or discuss anything that may have been revealed in their background checks).
5. If you were overseas and had a concern about a child’s safety or wellbeing, what would you do? (You may want to include a specific example relevant to your context, such as a child begging on the street).

## Character

1. What would you describe as your strengths? What would describe as your weaknesses?
2. Tell me about a time when you have been in a situation that made you feel completely out of your comfort zone. How did you respond?
3. Tell me about a time when you disagreed with someone in a position of authority. What did you do?
4. How do you feel when someone holds an opinion or belief that differs from your own? How do you respond in that situation?

## Spiritual

1. Can you share your testimony briefly?
2. What is your understanding of the gospel message? How has this shaped your personal life?
3. What are you currently doing to grow spiritually?
4. What are your spiritual gifts, and how would you like to use this on this trip?

## Other

1. Are you aware that this trip will involve multiple preparation and debriefing meetings? Can you commit to attending them?
2. Do you have any concerns about the financial commitment for this trip?
3. Do you have any health issues that may be cause for concern? If so, please explain.
4. Do you have any questions or comments about this short-term mission trip?