Volunteer Interview Questions

General Questions
• Why do you want to be a volunteer in our organization? _______________________________________
• Tell me about your current and past volunteer experiences. ___________________________________
• What have you enjoyed most about previous volunteer positions? _______________________________ 
• How much time would you like to volunteer? ________________________________________________

Leadership Skills
• What skills and qualifications do you have that will help you in this position? ___________________
  * Describe a leadership role you have held. _________________________________________________
    What made that role challenging? _______________________________________________________
    What did you like about serving in a leadership role? _______________________________________
    What did you dislike? __________________________________________________________________
  * Describe how children/other adults would view you as a role model. _________________________
• What kind of rewards do you need to stay motivated? ________________________________________
• How do you like to be recognized? _______________________________________________________

Human Relations Skills
• What kind of people do you most enjoy working with? _______________________________________ 
  Describe a time when you've been involved in a conflict with another individual or group.
    • How did you handle the situation? _____________________________________________________
    • How do you feel about working with people different from yourself? What did you learn? (i.e. different racial/ethnic backgrounds, developmentally disabled, different socio-economic, backgrounds, different sexual orientation, etc.) ________________________________

Organizational Skills
• Describe a typical day for yourself. _________________________________________________________
  * Describe a particularly busy day. _______________________________________________________
  * What record keeping experience have you had? ____________________________________________
• Are you willing to attend orientation/training sessions to assist in your volunteer role? ________

Adaptability
• Describe a situation in which you did not get your way or when you did not agree with a decision made.
  How did you handle it? ___________________________________________________________________
  What was your reaction? __________________________________________________________________
  • Describe a particularly stressful situation in which you have been involved. _________________
    How did you handle this? __________________________________________________________________
    What made it stressful? __________________________________________________________________

Dependability
• Describe one project/activity for which you had total responsibility from the beginning to the end.
  ____________________________________________________________
  • How do you handle a situation when you know that you are unable to complete an assignment or commitment?
  • Do you have available transportation if needed? ___________________________________________

Communication
• How comfortable do you feel speaking in front of a group? _________________________________
  • What, in your opinion, makes a good listener? ___________________________________________