Examples of Volunteer Interview Questions

Sample Interview Questions

- What would you like to know about our organization?
- What attracted you to our organization?
- What types of work have you done before? What did you like best about the work?
- What kinds of experience or training have you had that would help you contribute here?
- How do you deal with situations that don’t go as planned?
- Would you rather work on your own, with a group, or with a partner? Why?

From Successful Strategies for Recruiting, Training and Utilizing Volunteers, 2005

Interview Record

Candidate: ___________________________ Date: ______________

Core Questions

1. Of your various qualifications, which do you consider to be the most important to the volunteer position to which you are applying and why?
2. What was the best volunteer job you have ever had and why?
3. Describe some of the major job duties and responsibilities of the position.
4. What were some of the obstacles you encountered in volunteering?
5. What benefits are important for you in a volunteer job?
6. Are there hours, days or location that would present a problem for you?

For Interviewer

____ Described job to candidate
____ Discussed hours and benefits
____ Asked if candidate had questions
____ Discussed time frame for filling position

Questions

1. Does the candidate have the required skills?
2. Is the candidate’s experience relevant to the position?
3. Does candidate seem able to handle position?
4. Has candidate shown sufficient interest?
5. Is candidate flexible?
6. Is candidate willing to participate in orientation?
7. Is a second interview needed?

From Handbook of Volunteer Management, 1991

As printed in North Carolina Respite Care Coalition, Lifespan Respite: An Information Guide for Developing, Recruiting, Training and Retaining Volunteers, 2011