

Interviewing Guide for Worship Arts Leader position

Panel A

The panel in-person interview is scheduled for 60 minutes. Please honor the time allotted and manage the conversation accordingly. A candidate's ability to succinctly and clearly answer questions is a key indicator of potential success in a role such as this where communication skills are critical. This interview is behavioral-based: intended to understand the candidate's specific experiences that would be beneficial for success in this role (those experiences that would likely be directly transferrable).

Structure of interview:

1. Open with prayer (panelist)
2. Panelists re-introduce themselves.
3. Panelist establishes the objectives of this interview:
 - a. as with the Skype interview, honor God with this process
 - b. in this interview, we seek to get to know each other even better,
 - c. to follow up on any aspects of our previous conversation,
 - d. discuss in more detail the candidate's relevant work experience,
 - e. the candidate to gain a deeper understanding of this ministerial opportunity and to answer any additional questions that she may have.
4. Ask interview questions (*The candidate should still be doing about 70% of the total talking in the interview.*)
5. Allow candidate to ask additional questions.
6. Discuss any aspects of next steps that need to be clarified.
7. Close with prayer (panelist)

Question #1: Tell us about a time when you successfully took conflicting points of view and created synergy and effective collaboration? What did you do/what was your role? What were the results?

Question #2: Share an experience where you were required to evaluate the effectiveness of your work? How did you do this? What were the results?

Question #3: Describe a specific time when you experienced worship at a very deep level. Tell us about your experience and why you believe you experienced it in that way.

Question #4: Tell us about a time when you felt you were at your creative best. What did you do/what was your role? What were the results?