

Interviewing Guide for Worship Arts Leader position

Panel B

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: How have sought feedback from others regarding your work? What actions did you take as a result of the feedback you received?

Question #2: How would you go about helping to grow and develop the skills and abilities of congregants to better serve, experience spiritual growth and fulfill the mission of FBCD? How might this approach relate to your experiences from the past?

Question #3: Describe a specific time when you were able to build a trusting professional relationship under challenging circumstances. What did you do? What were the results?

Question #4: Share an experience where you learned from those with whom you worked. What were the circumstances and how did you actively seek this knowledge?