

Potential Staff Questionnaire

Name:

Address:

Phone Number(s):

Home:

Work:

Cell:

Email:

Date of completing the questionnaire:

Please answer the following questions:

1. Provide a brief (bullet form) timeline describing your background since high school (college, jobs, marriages, etc)
2. What are your passions (please be as specific as possible)?
3. What is the ideal job for you today (write a brief description of the ideal job position for you)?
4. Hypothetical: If you were not pursuing this ministry position, what other ministry position(s) would you pursue?
5. Hypothetical: If you were leaving ministry for secular work, what profession would you pursue?
6. Why are you interested in this ministry position?
7. What are your spiritual gifts? Your spouse's spiritual gifts (if married)?
8. Have you ever done a personality profile (e.g. DISC, Meyers-Briggs, etc.). If so, what are your dominant types?
9. Check out our web site at www.newlife4me.com. Please let me know if your beliefs are consistent with ours (to the best you can tell) and whether you feel compatible with the type of church we are and our vision (seeker sensitive evangelical church). From a review of our web site, is there anything about us that concerns you?
10. Why are you feeling lead to leave your current job? (or why are you looking for another job?)

11. What are your top 2-3 personal strengths and top 2-3 personal weaknesses? Be very candid in this response. We value the ability for people to look at themselves critically.
11. Describe your experience and role in working with teams.
12. Describe your relationship with seekers (non-believers) today. Describe how you are building bridges to seekers in your day-to-day relationships.
13. How long have you been looking for a new ministry position?
14. Describe briefly your extended families (your parents and your spouses parents) and your relationships with them.
15. Have you been married previously? If you were married and are no longer married, please explain briefly.
16. What do you like to do in your spare time?
17. Describe 2 or 3 examples of projects/initiatives that you personally undertook and were responsible for. Describe your role in planning and implementing the initiative, including actions to get buy in from other people, recruiting, advertising, etc. Describe the impact of the initiative on reaching lost people.
18. Briefly discuss several notable things you learned about yourself, managing and leading others, and ministry from your last 2 ministry positions.
19. Define “success” in ministry for you and your family.
20. Explain your conversion process to becoming a Christian.

Please provide a short answer to the following questions. Do not try to read anything into these questions. Respond instinctively (with some thought). Be brief (single sentence is ok for most).

1. More about yourself:

- Ø Have you ever lead small groups for adults? Provide a brief description.
- Ø Last 3 books you read?
- Ø Last 3 movies you went to or rented?
- Ø Favorite TV shows?
- Ø Describe an “ideal night” out for you?
- Ø Hobbies?
- Ø Favorite sports to watch or play?
- Ø Favorite secular music group?
- Ø Favorite Christian music group?
- Ø Last 3 vacations?
- Ø Favorite Christian music group?
- Ø Spiritual Disciplines
 - Bible study
 - Prayer
 - Fasting
 - Tithing
- Ø Money Management/practices (e.g. debt, use of credit cards, bankruptcy, personal budgeting, etc.)?
- Ø Addictions/Vices (e.g. smoking, drugs, alcohol use, pornography, etc.)?

2. More about your beliefs: Briefly describe your views/beliefs toward:

- Ø The Trinity

- Ø The mission of the Church
- Ø The Bible
- Ø The Divinity of Jesus Christ
- Ø Baptism
- Ø Women serving in the Church (e.g. elders, senior minister, etc)
- Ø Homosexuality
- Ø Abortion

3. Role playing: Briefly describe how you would handle the following situations:

- Ø A non-Christian couple in the small group you lead informs you they are living together without being married. How would your response differ if they couple was Christian?
- Ø You are in the church office and receive a call from an individual who tells you they are homosexual. They ask if they would be accepted in the church?
- Ø A person of the opposite sex emails you and tells you that they have a personal problem that they would like to discuss with you. The person asks to meet you alone in a private place. How would you respond?
- Ø A non-Christian in your small group asks you what they need to do to become a Christian.

Attached, as a separate file, is an assessment tool that we use with our staff for identifying our personal leadership strengths and weaknesses. Please read through the assessment and rate yourself. For question 1, you can rate yourself for your current church (or position) rather than {Church Name}. You can email me back your 1 - 5 rating for each element (list of elements with your rating) if that is easiest for you. We use this for identifying our relative strengths and weaknesses not absolutes (as compared to ourselves and not to others - i.e. you may rate yourself high or low compared to yourself but actually be low or high compared with other people). Do not fret about being absolutely precise or having high or low numbers (we value people looking candidly at themselves and recognizing strengths and weaknesses - i.e. we would view with skepticism any self-assessment that had all average to above average ratings). When properly done, this assessment should give a spectrum of 1, 2, 3, 4, and 5 responses. We are interested in seeing the relative relations (strongest/weakest relationship).