

## **Appendix 14**

### **Standardized Interview Questions**

#### **Sample Questions:**

1. What aspects of this position interest you?
  2. What age group of minors do you prefer to work with, and why?
  3. What is your prior experience working with children or teenagers?
  4. Share about your relationship with Jesus. How does your faith influence your daily life?
  5. Describe a time when you had a positive interaction with a child or teen. Response?
  6. How do you handle feedback or direction from a leader?
  7. Often, ministries involving minors require adherence to specific rules and regulations. Tell me about a time you had to follow rules, even though you might have preferred a different approach.
  8. Describe a time when you had a difficult or trying interaction with a child or teen. How did you respond?
  9. Have you ever abused or molested a child, or been convicted of abusing or molesting a child?
  10. Are you willing to be knowledgeable of and abide by the guidelines put in place for the safety of minors at [Church Name]?
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#### **Red Flags to Observe (Section 2.2.4)**

- Unstable employment or residence history.
- Chronic dissatisfaction with previous churches or organizations.
- Unwillingness to submit to authority or negative responses to instruction.
- Inordinate need to be with minors, especially a specific age group, without a reasonable explanation.
- History of inappropriate behavior or accusations.
- Defensive, angry, or evasive responses.
- Willingness to accept any position regardless of differences in responsibilities.

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### **Standardized Interview Questions**

#### **Performance Skills to Evaluate (Section 2.2.3)**

- Trainability: Ability to learn and apply new skills through training.
- Policy Adherence: Willingness to follow CYPM policies and procedures.
- Patience: Maintains calm, problem-solving demeanor in stressful situations.
- Supportiveness: Shows genuine concern and provides appropriate comfort.
- Judgment: Generates effective solutions and uses reason in sensitive situations.
- Boundaries: Maintains professional, appropriate interactions with minors.