



## Sample Volunteer Interview Questions

*Interviewer* – frame the interview by summarizing the mission of agency, goal of project/position, value/impact project will have, culture/work style of agency & your own management style. Ask if volunteer has any questions.

1. Based on what I've shared with you so far, what interests you about this organization/project/position?
2. How do you see yourself connecting to our organization's mission of ....?
3. What do you hope to gain from your work with us?
4. Tell me about your skills & experience as it pertains to this organization/project/position. Do you want to use these skills or do something different?
5. What other skills, experience or interests do you have that you would gladly share with our organization if we would make it possible for you to do so?"
6. Tell me about previous volunteer activities you've been involved in – what you enjoyed, wouldn't do again.
7. Tell me which situation you prefer & why:
  - a. working alone or with other people
  - b. time limited projects or on-going assignments
  - c. assignments where you are a leader & decision maker or where you are part of an influential team
8. Insert specific info about one of your agency's programs & ask volunteer what he/she would do to improve it.
9. Describe a situation where you were a leader of other people – what went well, what didn't go well & what would you do differently?
10. What change or impact do you want to have result from your volunteer work?
11. If you were to design your ideal volunteer involvement here, what would it be?
12. What questions do you have of me?

*Interviewer* – explain matching process, next steps & time frame

*For more information, attend MAVA's workshop on Engaging Boomers and Future Generations as Volunteers. Information available at [www.mavanetwork.org](http://www.mavanetwork.org).*