



Church Planting Leader Assessment Interview Questions

Candidate _____ (Interviewer)
Name(s)

Glad to interview you. I have been impressed with you as I watched you in...

The purpose of our interview is for us to take personally and privately with each candidate. We want to talk with you about:

- 1. Your family life and marital adjustment
- 2. Basic issues about your habits and working style
- 3. A sample of your past life experiences

I will (or will not) be sharing this information with others (both decide this up front)

1. VISIONING CAPACITY

- a. What has been the most difficult personal obstacle you have overcome in your life? How did you manage to overcome it?

- b. Tell me about a vision that you pursued despite pessimism or objections from significant other people. What was the vision and how did you achieve it?

2. INTRINSICALLY MOTIVATED

- a. In reflecting upon your past, describe a situation where you put forth some of your best effort. Why was it so important for you to do well?

- b. Tell me about a distasteful assignment that you nevertheless had to complete. What was distasteful about it? What degree of effort did you put forth?

3. CREATES OWNERSHIP OF MINISTRY

- a. Describe a time where you had an idea, passed it off to another person, and helped that individual find fulfillment in doing something for God.

4. RELATES TO THE UNCHURCHED

- a. In what ways do you typically associate with unchurched people?

- b. What has been your approach to relationship building?

5. SPOUSAL COOPERATION

- a. How do you and your spouse use your gifts and talents to complement each other?

- b. What convictions do you and your spouse share regarding your respective roles in ministry? How did the two of you arrive at these convictions?

- c. Ask the wife: If _____ wanted to leave the ministry, what would your response be?
Ask the husband?: If _____ wanted to leave the ministry, what would your response be?

6. EFFECTIVELY BUILDS RELATIONSHIPS

- a. How do you quickly develop rapport with people you don't know?

- b. Describe a time you broke through a significant barrier that was erected by an unchurched person.

- c. Let's talk about evangelism. Do either of you believe you have the gift of evangelism? Share with me the people you feel you have either led to Christ or influenced toward Christ.

7. COMMITTED TO CHURCH DEVELOPMENT

- a. Tell me about a situation in which you successfully applied your knowledge of church development principles.

- b. Tell me about an unsuccessful application of church development principles. What did you learn from the experience, and how did you benefit from your learning in a later effort?

8. RESPONSIVE TO THE COMMUNITY (in starting something)

- a. Tell me about something you have started before. Sunday school class, Bible study, paper route, etc. What were the results?

- c. Describe your interest in leading a new church plant. What excites you the most about it?

9. UTILIZES GIFTEDNESS OF OTHERS

- a. Tell me about a time that you pulled a team of people together to accomplish something you never could of done by yourself.

10. FLEXIBLE AND ADAPTABLE

- a. Describe a time when your resistance to change proved to be counterproductive.

- b. Tell me about a demanding period of time during this past year. How did you feel and how did you handle the multiple demands upon you?

11. BUILDS GROUP COHESIVENESS

- a. Describe a time when you effectively handled opposition to your authority as a church leader.

- b. Describe a time you managed conflict within a church or group where people were divided over an important issue.

12. RESILIENCE -- NOT EASILY DISCOURAGED

- a. Describe a time you handled unfounded criticism against you.

- b. What has been your biggest personal failure or disappointment? How did you cope with it?

13. EXERCISES FAITH (IN A CONSISTENT WALK WITH GOD)

- a. Would each of you describe your daily walk with the Lord?

Husband _____

Wife _____

b. Which fruit of the Spirit do you believe has been produced in greater abundance as you've grown in the Lord?

Husband _____

Wife _____

c. What do you see as your greatest spiritual hindrance and challenge in your walk with the Lord?

Husband _____

Wife _____

Money, Giving, etc.

a. Let's talk about money. How is money handled in your home? Are you in debt?

- 1. How much unsecured, consumer debt do you have? (credit cards) _____
- 2. How much secured debt do you have? (car, house, etc) _____
- 3. How much educational debt do you have? (educational loans) _____
- 4. So your total debt right now is how much? _____

c. What about your stewardship? How have you expressed your commitment to giving in the past?

How long have you been tithing? _____

As we bring this interview to a close, let me share some of my observations....
Do you generally agree with these observations?

It has been a real joy to get this opportunity to get better acquainted with you.
Let's pray as we close.

As soon as you finish and they leave, we suggest you fill in any information IMMEDIATELY that you didn't have time to write down while listening. If you don't you'll probably forget it.

These 13 characteristics are the ones we look for and assess for in selecting an effective Church Planting Leader.