

# Three Important Questions To Ask A Candidate's Spouse

## 1. What ministry role do you see your spouse fulfilling after 4-5 years?

This first question provides insight into a prospective candidate's ability to commit to the role he or she is applying to, from their spouse's perspective. No matter how intense and thorough your interview may be with a candidate, there is nothing quite like having insight into some of those long and prayerful conversations a couple has had with God concerning their place in ministry. Any fears or concerns about whether or not a candidate is viewing a job today as a stepping stone for tomorrow can be addressed with this question.

## 2. Who are the 2-3 people that serve as the greatest influencers for your marriage?

This second question provides your church with a greater understanding about how a candidate and his or her spouse value their own relationship with each other, and more importantly, who they have given the rights to speak into it. Ministry couples can be some of the most guarded people on the face of the earth, so whenever you can find one that has a genuine willingness to be vulnerable and submissive to people outside of their own parents, that is an awesome find.

## 3. What is the hardest and most honest leadership critique you've ever given to your spouse?

I absolutely love this last question because it gives a candidate's spouse the opportunity to either expose a weakness their husband or wife did not include on their beautifully crafted resume, or it unveils a strength that they themselves have in being a supportive, discerning and grace-filled partner in ministry. Working full-time in ministry is full of highs and lows, and it is important to make sure that a prospective candidate and his or her spouse are able to have honest conversations outside of the office on how they can improve not only the lives of those they lead, but how they in fact go about doing so.