

Returning Staff Interview Questions

Setup

These are our returning counselors, so this interview will be a combination of welcoming them back, getting feedback on the last year, and hearing what the Lord has done in their lives since last year. The goal of this interview is to honor them by recognizing that they have already been a part of the retreat, so we care about what they have to say. Keep in mind that not all counselors are automatic returners so it's important that we not say otherwise, but we do want to remember they've already been through this process and were entrusted with freshmen last year.

- **Ideally this interview is made up of three leadership members and the applicant**
- **Pull up all needed documents (notes from their application) and have any papers out that you'll need (interview questions etc.) It can be more inviting to not all have your laptops open.**
- **Only 1 person typing/taking notes (the person taking notes explains that they are taking notes to remember what they said etc...)**
- **Make sure we've located how to encourage them from their application and checked for any clarifications we want to ask about beforehand**
- **Don't be afraid to mention the time constraints politely due to other interviews happening**
- **Determine before they come in who will be opening in prayer and who will be asking which questions (obviously there's flexibility here as more questions may arise)**

Pray & Welcome:

- **Welcome them in and say a short encouraging prayer before they begin**
- **Thank them for their participation in the retreat last year!! We love their service and want to recognize that we know them already because of last year.**
- **Mention something encouraging from their application or your experience with them on staff last year**
- **A good time to remind them that this is more of a conversation than an interview, and we are all on the same team.**

Opening (2 minutes):

- **Why do you want to be a part of the retreat again?**
- **How did follow-up go for you this past semester?**

Testimony + Gospel (3 minutes):

- **In previous years' training, we seek to emphasize that your testimony is more about how the Gospel has impacted your life and how the Lord has changed your life rather than your life story.**
- **With that in mind, we want you to share your testimony, but more so how have you experienced the Gospel?**
 - **Maybe say: We read your application, but want to hear it briefly from you as well.**

Clarifications

- *Ask any clarifying questions or address anything that was confusing about testimony if necessary.*

Growth (if not already answered in testimony)

- How have you grown in the last few months or what has the Lord been teaching you? (unless they answered this explicitly in their testimony).

Retreat Scenarios (2 minutes):

Then ask one of the following scenario questions:

1. You have just finished a small group session with your freshmen and are heading to the cafeteria for dinner. One of your freshmen comes up to you on the way over and tells you that they are currently struggling with same-sex attraction. What do you do? ** (can change same-sex attraction with depression, abuse, eating disorders, etc)
2. You are leading a small group session with your freshmen and everything seems to be going great. However, one of your freshmen is answering all the questions and seems to be dominating the conversation leaving the rest of your group without the opportunity to speak up. What do you do?
3. You are leading a small group session with your freshmen and everything seems to be going great. However, every time you ask a question, there are long moments of silence with everyone just looking around at each other. What do you do?
4. You are leading a small group session with your freshmen and everything seems to be going great. However, one of your freshmen brings up a serious and controversial theological issue in front of the rest of the group that you sense will probably cause a lot of dissension and debate within the group. What do you do?
5. One of your freshmen asks you what church they should go to in college and asks you your opinion on all the different churches and campus ministries. What do you say?
6. One of the freshmen in your group is really preoccupied with meeting and hanging out with other freshmen of the opposite sex. So much so that they haven't been present in a small group conversation or haven't wanted to hang out with your family group. What do you do?

Retreat Reflections (2 min)

Ask them one or two of these questions. Particularly touch on things that weren't mentioned in the previous answer of what they would do differently:

Clarify that we're asking for honest feedback. This isn't a trick question

- How did your interactions with freshmen go last year?
- How did follow-up go for you this past semester? Are there things you see that could have been better or different?
- What did you enjoy about the retreat? What were things you could see improved and how?
- How did you feel about training? Were there things you wished were different, more explained, or emphasized? Is there anything you would like to see "walked through" at training this year?



- Do you feel like you know counselors from other churches? How can we help with counselor unification?

Closing

- Ask if they have any conflicts with any of the training times.

insert all important dates for staff this year below

- First full staff meeting : _____
- Full day staff training : _____
- Second Full staff meeting : _____
- Spring Fundraiser: _____
- Retreat dates:
 - _____
- Ask if they have any questions.
- If they applied for the Praise Team, let them know that the Head of Main Sessions will be in contact with them for more information.
- Applicants should receive a call sometime on _____ (*insert selection/call date here*)
- Ask them to pray for you all and tell them thank you!