

## CANDIDATE INTERVIEW QUESTIONS

The following are suggested questions to which the answers can provide valued insights in the professional skills, character and capabilities of a candidate for a principle fundraising position.

1. What is your single most noteworthy accomplishment in your current/previous position?
2. What do you think is the most important quality necessary for success in fund-raising?
3. How do you make important decisions?
4. How do you handle being under the gun? How do you get others to help?
5. What can you tell me about our organization, and what attracts you to working with us?
6. What kinds of failures have you experienced, and what have they taught you?
7. What will we hear when we speak with the people you've listed as references? What will they say about you?
8. How do you judge whether you'll be able to develop a sense of commitment to this organization?
9. Name some of your prejudices.
10. How would you describe your leadership style? Are you a persuader, inspirer, motivator, manager?
11. What are you most enthusiastic about?
12. Do you see yourself as an extrovert or an introvert? Do you enjoy speaking to a large group? Small group? One-on-one?
13. How do you resolve conflicts?
14. Do you see yourself as competitive?
15. Are you a risk-taker?
16. How do you deal with tension? How do you exhibit stress? What pushes you over the edge?
17. Are you acquisitive? What possessions do you most prize?
18. What does it take for you to trust someone?

19. Do you see yourself as a specialist or a generalist? Explain.
20. What are your primary values?
21. How important is job title?
22. What is the last charitable gift you made?
23. What is the last book you read?
24. How do you communicate? In writing? In meetings?
25. Do you speak or read a foreign language?
26. What are your views about philanthropy and charity?