

RECOLLECTION WISCONSIN

SAMPLE VOLUNTEER INTERVIEW QUESTIONS

1. **Why would you like to be a volunteer here?**

This simple question can yield valuable information about your applicant's motives and interests for seeking work with your organization. Listen for alignment to your mission as well as what your applicant hopes to gain from volunteering.

2. **Can you tell me about an aspect of a volunteer experience that you've really enjoyed, and a part that you wish had been different?**

With this question, you can learn more about the kind of volunteering your applicant has done and get a sense of what kinds of successful volunteer commitments they've made in the past.

3. **Why do you think this volunteer opportunity is a good match for you?**

Hearing about their strengths may also help you brainstorm additional projects they could help support. There may also be experiences that didn't make their resume but nonetheless set them up for success as a volunteer with your organization.

4. **How much time would you like to volunteer?**

It may be most useful to phrase this question alongside your expectations for volunteer time commitment. It's important to make sure the time they are able to contribute align with and meet your organizational needs.

5. **Tell me about a time your responsibilities got a little overwhelming and you couldn't get everything on your to-do list done. What did you do?**

The ability to adapt to changing work demands is an important quality for volunteers. Asking about a time your applicant faced a challenging situation allows you to learn about how they encounter instances when things don't go as planned.

6. **What questions do you have about the organization and/or opportunity?**

Always provide candidates an opportunity to ask questions about the work environment or specific volunteer projects and tasks.