

## **Reference Interview Form**

Candidate's Name \_\_\_\_\_

Reference's Name \_\_\_\_\_

Interviewer's Name \_\_\_\_\_ Date of Interview \_\_\_\_\_

1. How long have you known this person?
2. What is your relationship?
3. How well do you know the candidate? \_\_\_\_ Slightly \_\_\_\_ Moderately well \_\_\_\_ Very Well
4. Would you recommend this candidate as a lead pastor? If yes, why?
5. What are the candidate's greatest strengths as a pastor?
6. In what areas is the candidate "still growing?" (This is better than asking for weaknesses.)
7. Describe the candidate's leadership style.
8. What are the candidate's primary passions or core values in ministry?
9. How does the candidate cast vision?
10. How does the candidate build a team?
11. Is the candidate more collaborative or independent?
12. How would you describe the candidate's marriage?
13. Does the candidate normally do \_\_\_\_\_ (fill in some of the church's greatest expectations of a pastor's role)?
14. To your knowledge, has the candidate or their spouse had any questionable behavior with the opposite sex or been unfaithful to their spouse?
15. Does either of them have difficulty handling anger or frustration?
16. Any evidence of substance abuse by pastor or spouse?
17. Spending beyond one's means in either personal or church situations?
18. Low energy level?
19. Low self-esteem? Unusual need for approval?
20. Manipulative?
21. Tends to get into power struggles?
22. Overly sensitive to criticism?
23. Can you give me the name and contact information for a couple of other people who can provide a reference for this candidate?