



Volunteer screening is an essential component of successful mentoring programs and fulfills a variety of needs. The screening process provides information that is used to determine if a potential volunteer is likely to be successful as a mentor and an appropriate fit for the program. Interviews with potential volunteers provide staff with an opportunity to learn about the person's motivations, interests, past experiences, match preferences, and support network.

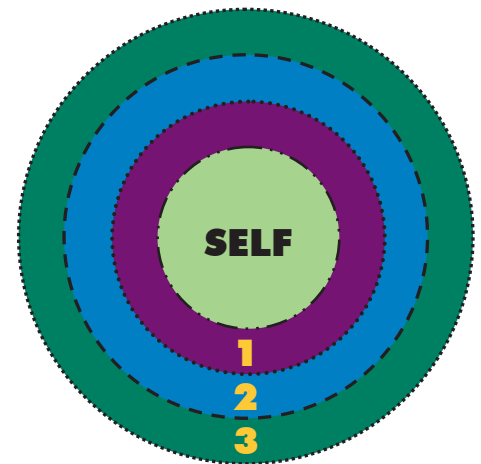
This resource was created with input from mentoring professionals who attended Interviewing Skills and Mentor Screening, a full day professional development workshop offered by Mentor Michigan in partnership with MSU Extension. These questions will help staff members in their efforts to interview potential volunteers. This list is not meant to be used in totality; rather, staff members should determine which questions will best help them assess the candidate.



Volunteer Screening: Interview Questions for Potential Mentors

Questions to gauge reason for volunteering and motivations

- Do you have experience with volunteerism?
- What made you seek out a volunteer opportunity?
- Have you volunteered with a program like ours before?
- Name other programs where you have volunteered.
- What motivated you to select our program?
- Why do you want to spend part of your free time volunteering?
- Have you volunteered w/youth before?
- What was that experience like for you?
- Tell me about your best volunteer experience.
- What was your worst volunteer experience and what made it bad?
- What do you hope to gain from this experience?
- Do you have a void you are trying to fill?
- What event or situation between you and your mentee would make you end this relationship?
- What qualities and characteristics do you bring to this position?
- Describe someone who makes you feel special
- Why do you want to work with people with disabilities?
- Where would you consider your mentee on this diagram?



1. very close relationship (family, friends)
2. semi close relationship (co-workers, peers)
3. someone you can live w/out (cashier at Walmart)

Continued page 2

Questions about their interests

- Do you have a hobby?
- What are your educational interests?
- Are you in school or a training program?
- Have you attended or do you plan to attend college in the future? What did/will you study?
- How do you spend your free time?
- How would you like to spend your free time?
- Describe your ideal Friday.
- Describe your favorite form of entertainment.
- Tell me 3 things/interests you'd like to explore.
- What activities do you like to do in the winter? Summer? Fall? Spring?
- Do you have any life long hobbies?
- Can you tell me about one of your hobbies?
- Would you encourage your mentee to get involved in this hobby?
- Are there any activities/ sports/ hobbies you would like to teach your mentee?
- Are there any activities/ sports/ hobbies you would like to learn from a mentee?
- What is your dream job?
- What do you do on the weekend?
- How do you relax?
- How do you fill your free time?
- What are some of your goals for the future?
- What do you enjoy doing with your friends? Families? By yourself?



Questions about past personal & professional experiences

Personal Experiences

- Did you have a mentor as a youth?
- Tell me about your family?
- Tell me a little about your childhood.
- How does your family feel about your decision to become a mentor?
- Tell me a little bit about your interests outside of your profession.
- What experiences in your past have brought you the greatest satisfaction? Why?
- Is there anything in your past that you think would add difficulty in working with a specific youth?
- Tell me about a difficult situation you've face and how you dealt with it?
- What do you like about your job?
- Do you have friendships with your co-workers?
- Tell me about a situation in your professional life that made you uncomfortable. How did you respond?
- Could you tell me about one of your biggest accomplishments?
- Tell me about a learning experience that you have had through your employment .
- How have your previous professional experiences impacted how you will approach mentoring?
- Tell me about the best job you had.
- Do you have any community connections for youth to help them with job skills?

Professional Experiences

- Where do you work and how did you choose this profession?

Questions that help identify preference

- When will you be able to meet with your mentee?
- Would you be okay mentoring a youth w/a different religion?
- What age range would you prefer for a mentee?
- Would you be comfortable working with a youth who is on probation? Who is a victim of abuse/neglect? Or has a disability?
- Is there any aspect of a youth you feel that you would have a hard time identifying with?
- If there were such a thing as the "ideal mentee", what would that be for you?
- Describe your less than ideal mentee.
- Do you have any cultural preferences?
- What activities do you hope to do with your mentee?
- Describe a person you do not get along with. What qualities do they have or lack?
- What is something you would be teaching a mentee?
- What is something you want to learn about or how to do?
- Our program supports youth 14-20. Do you have a specific age group you prefer?
- Is there something that you just can't stand?



Questions about their support network

- Can you tell me a little bit about your family? Friends?
- Do you feel comfortable talking with family and friends about yourself or your problems?
- How does your family feel about your involvement in mentoring?
- How would you describe your friends? How do you think they would describe you?
- Tell me about your personal support network.
- Do you currently have a mentor in your life?
- When you encounter an uncomfortable or difficult situation, who do you turn to for help?
- Tell me about how you cope when stressed- what do you do?
- Do you belong to any community organizations, clubs, etc...? Do you find support there?

For more information...

Lisa Bottomley,
Mentoring Specialist
4-H Youth Development
Michigan State University
160 Agriculture Hall
East Lansing, MI
48824-1039
USA
Phone: 517-432-7622
Fax: 517-353-4846
E-mail: lbottoml@msu.edu
Web: <http://web1.msue.msu.edu/4h/mentor/general.htm>

MSU is an affirmative-action, equal opportunity employer. Michigan State University Extension programs and materials are open to all without regard to race, color, national origin, gender, gender identity, religion, age, height, weight, disability, political beliefs, sexual orientation, marital status, family status or veteran status.

Issued in furtherance of MSU Extension work, acts of May 8 and June 30, 1914, in cooperation with the U.S. Department of Agriculture. Thomas G. Coon, Director, MSU Extension, East Lansing, MI 48824.

This information is for educational purposes only. Reference to commercial products or trade names does not imply endorsement by MSU Extension or bias against those not mentioned.

The name "4-H" and the emblem consisting of a four-leaf clover with stem and the "H" on each leaflet are protected under Title 18 U.S.C.707.

[Michigan State University Extension](#) | [4-H Youth Development](#) | [Youth Mentoring](#)

