



Interview Questions

(Volunteer Canada)

Sample interview questions for positions of trust with vulnerable clients:

1. What made you decide to apply for this position?
2. What do you understand the role of _____ to be?
3. What do you hope to achieve in this role?
4. What are your personal goals for this position?
5. What age group do you prefer to work with?
 - Do you prefer to work with boys or girls? Why?
6. What do you do in your leisure time?
7. What do you like about the work you do?
 - What do you dislike about it?
8. Please tell me about your friendships and close relationships.
9. What was the best part of your childhood and adolescence?
10. Have you lived here very long?
 - Can you tell me about where you come from?
 - Why you have moved so often?(If applicable)
11. Is the race, ethnic background, sexual orientation of the client important to you?
12. Are there groups or individuals you would prefer not to work with?
13. Please tell me about your experiences with disabled people/children/seniors.
14. How would you handle the following situation (give a hypothetical case involving an athlete)? Why would you handle it this way?
15. Please tell us about other work of this kind you have been involved in?
Can you identify people at these other organizations who we could talk to about your work?
16. Do you understand the organizations policies regarding criminal records and the kinds of criminal and other offences that would be considered relevant to this position?
17. Have you read the organization's policies regarding behavior, drug and alcohol use, etc.?
18. Do you understand them? How do you feel about them?
Can you accept to be guided by them in this position?



19. What difficulties do you foresee in fulfilling this position?
20. Do you have any questions for us?
21. May we contact any or all of the people you have identified to us?
22. Can you tell us why you don't want us to contact this person? (If applicable)

Interview Questions

Coach Selection: Sample Interview Questions

The following are a variety of questions you may use as a base to start your interview tool.

1. What is your philosophy on coaching?
2. What basic values do you attempt to teach through coaching?
3. What are your coaching goals and do you think you can achieve them in this position?
4. Is goal-setting a factor in your coaching philosophy?
 - How do you go about determining individual and team goals?
 - Do you talk about them with your team?
5. How do you develop team unity?
6. How do you approach motivation with your players?
7. Do you have your players input into creating a code of discipline?
8. What are your feelings regarding mental preparation in your sports?
 - How important is it to you in the total development of your athletes?
 - Do you have the skills to implement a mental preparation program with your players? If so, how?
9. What role does positive reinforcement play in your coaching?
10. How do you feel about coaching education for coaches in the region?
 - How will you select the coaches with the most potential?
11. How will you ensure officials development in the region?
 - How will you identify the officials with most potential?
12. What kind of relationship will you foster with membership in general?
Provide examples.
13. How will you handle the stresses of being this level of coach?



14. How many clinics and seminars on coaching have you attended in the last two years?
15. What do you consider to be your strengths as a coach? What areas need improvement?
16. How would you define time management and how do you achieve it?
17. What is your feeling on a controlled and monitored off-season training or conditioning program for athletes?
18. How would you organize a selection or identification camp?
19. How would you build a support team to help you in your job?

The above questions combined with site and sport specific questions will create a comprehensive interview tool that will help ensure the best candidate is selected.

Information taken from:

Speak Out/Act Now – A Guide to Preventing and Responding to Abuse and Harassment for Sports Clubs and Associations

Coach Employment Resource Guide, Coaches Association of B.C.