



## 4-H VOLUNTEER INTERVIEW QUESTIONS

Volunteer Name: \_\_\_\_\_

Position Desired: \_\_\_\_\_

**PURPOSE:** This tool is to determine the applicant's ability, motivation and desire to work with youth. Specific questions for particular job duties can be developed and asked in addition to these questions. Additional questions cannot replace this group of mandatory questions. Please be sure to review volunteer application prior to interview.

1. As an adult, describe one of your favorite experiences when working with youth.
2. As an adult, describe one of your most challenging experiences working with youth.
3. What qualities of an ideal volunteer do you possess?
4. What qualities of an ideal volunteer do you want to develop?
5. What are the benefits and challenges of working with a diverse group of youth?
6. As a volunteer, describe the type of environment you would create for youth. How does this environment contribute to positive youth development?
7. Describe what you might do when working with (choose one):
  - A. An 8 year old boy who disrupts planned activities.
  - B. A 13 year old girl who curses, makes sexual comments or uses other inappropriate language.
  - C. A parent who is very angry because of her child's experience in your group.
8. If I describe an adult as being inappropriate with a child, what behaviors do you think of?
9. A year from now, what do you hope to have achieved, learned and/or accomplished from this volunteer experience?
10. Is there anything else you would like to share with me to help me evaluate your ability to work with youth?
11. What questions do you have for me about volunteering with UNH Cooperative Extension and 4-H Youth Development?

INTERVIEWER: \_\_\_\_\_

Date/Time/Place: \_\_\_\_\_

Recommendation:        \_\_\_\_\_ Accept without reservation.

\_\_\_\_\_ Accept with reservation. Please explain:

\_\_\_\_\_ Deny. Please explain:

Additional comments:

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**4-H VOLUNTEER INTERVIEW RATING FORM**  
(optional)

VOLUNTEER NAME: \_\_\_\_\_

POSITION DESIRED: \_\_\_\_\_

Please rate the volunteer applicant on the following qualities as displayed and communicated during the interview process:

poor	below average	average	above average	excellent
1	2	3	4	5

Enthusiasm

Professionalism

Confidence

Communication skills

Promptness

Flexibility - Willingness

Ability to serve as a positive role model

Open-minded - non-judgmental

Initiation - asks questions

Enjoys youth

Sense of developmental needs of youth

Interviewer's Name: \_\_\_\_\_ Date: \_\_\_\_\_