

Sample Volunteer Interview Questions and Answers

Here are some volunteer interview questions to ask, as well as guidance on answers to listen out for. Every volunteer will have a unique answer, so we've provided some tips on the *types* of answers of a successful volunteer.

General Volunteer Interview Questions and Answers

Why do you want to work with our organization?

What makes you a good fit for this position?

What makes you feel appreciated?

Your volunteer should talk about what motivates them. Volunteerism is selfless work. While every candidate can benefit from volunteering (like gaining new skills, community connections, or career experience), the candidate should also express a strong drive to help others.

Encourage candidates to share personal experiences and anecdotes here. You'll learn a lot about their background and the experiences that have shaped who they are and why they want to help others.

Do you prefer to work independently or collaboratively?

Would you consider yourself a leader?

Determine the appropriate answer based on the type of work you're asking your volunteer to do. If you're asking your volunteer to complete administrative work, for example, an independent worker may be the best fit. Other positions may require that your volunteer works well with others.

Can you tell me about a time when you dealt with a difficult situation?

The candidate's answer should highlight a strength, like their reasoning skills, resilience, or empathy. With careful listening, the interviewer can extract these strengths based on the volunteer's response. This question will also help you understand how your volunteer reacts to challenges, which they may face when volunteering.

