

Querying a Candidate

Selecting a skilled and experienced Development Officer has become an earnest and too often repeated exercise for many non-profit organizations. And, the recruitment process often involves a rather shallow questioning of candidates.

Here are some questions I encourage our clients to consider in vetting candidates.

- *“What do you consider to be your single most noteworthy accomplishment in your current/previous position?”*
- *“What do you think is the most important quality necessary for success in fundraising?”*
- *“How do you handle being under the gun? How do you get others to help in those situations?”*
- *“What kinds of failures have you experienced, and what have you learned from those experiences?”*
- *“What will we hear when we speak with the people you’ve listed as references? What will they say about you?”*
- *“What are some of your prejudices?”*
- *“How would you describe your leadership style?”*
- *“What are you most enthusiastic about?”*
- *“How do you resolve conflicts?”*

How would you respond to those questions?