



CHURCH LEADER/HELPER RECRUITMENT SAMPLE QUESTIONS

These are sample questions for use with those seeking positions of leadership in the church. They explore a range of uses and can be developed or amended for use. They are suggested to aid an opening discussion about safeguarding. Do consider the level of knowledge that someone will have at that point in time and for many of our young leaders they will gain better understanding of safeguarding through training.

Attitudes Towards Children and Young People

- What do you enjoy most about working with children?
- What do you think children need most from church leaders?
- How do you ensure every child feels included?
- What would you do if a child didn't want to participate?
- Can you list any previous activities, ministries or experiences you may have with children and young people?
- Why would you want to be part of the children/youth ministry team?

Care, Compassion & Boundaries

- How do you show care to a child who seems withdrawn or upset?
- What would you do if a child shared something personal with you?
- How do you balance being approachable with maintaining appropriate boundaries?
- Would you ever give a child a lift home? Why/why not?
- How do you manage physical contact (eg comforting a child)?

Safeguarding Attitudes

- Why do you think PCI and society safeguarding policies are important?
- What would you do if you were unsure whether something was a safeguarding concern?
- How would you respond if a child told you something worrying but asked you to keep it secret?
- What would you do if another leader broke a safeguarding rule?
- How do you feel about following procedures even when they seem inconvenient?
- Are there any circumstances in your life which would make it inappropriate for you to serve with children & young people or would compromise the integrity of _____ church or PCI?

Teamwork & Accountability

- How do you feel about being supervised or held accountable in your role?
- What would you do if you disagreed with another leader's approach?
- How do you respond to feedback about your work?
- What role do you usually take in a team?
- How would you support a new or less confident volunteer?

Judgement & Decision-Making

- A child is being teased by others - what do you do in the moment?
- A parent challenges something you've done - how do you respond?
- You notice a child often arriving unkempt or hungry - what are your next steps?
- A young person confides they are struggling at home - how do you handle it?
- You're alone briefly with a child - what do you do?

Faith & Role Modelling

- What kind of example do you think leaders should set for children?
- How do you live out your faith and values in everyday life?
- When and how did you become a Christian, can you tell us about your spiritual journey thus far?
- How has God used your gifts, talent and abilities to bring glory to Him?
- Are you comfortable to teach/present the Bible to others?
- What would you do if your personal views differed from church teaching?
- How do you encourage children to explore faith rather than just follow?

Resilience & Self-Awareness

- What do you find challenging about working with children?
- How do you handle stress or frustration in a group setting?
- Tell us about a time something didn't go well - what did you learn?
- How do you recognise when you need support?
- What would make you step back from this role?