



Advisory Board Members: Interview Questions

Sample Interview Questions for Board Candidates

These questions represent the substance of the conversation you should have with any prospective candidate. Though the questions may change in form from person to person, by the end of the conversation you want to have a good handle on the person's character, competence, and connections.

Character:

1. What excites you about our organization? What are you passionate about?
2. Why should you get involved with our organization?
3. Given what you know about us, what is the most important thing we do for the community?
4. What values or personal characteristics do you think board members must possess?
5. What do you expect from fellow board members when you serve on a board?

Competencies:

1. Tell me a little about your board experience.
2. How have you been effective on the boards where you served?
3. What would others who served with you describe as your strengths?
4. In your opinion, what are the core responsibilities of board members?
5. What do you hope to bring to our board, in terms of your personal skills and abilities?
6. In the board room, how do you interact with a difficult personality or deal with differences of opinion?
7. What do you need to know about an issue in order to make an informed decision?
8. What is your experience with financial and legal documents and issues?
9. How do you know when the board has made a good decision?

Connections:

1. How do you imagine helping our organization in the community?
2. Where do you think our organization should make connections that would help strengthen its reputation and mission delivery? Its programs? Its fundraising?
3. Where do you think you could help our organization make those connections and build relationships?
4. Would you be willing to take an active role in making connections, building relationships, and assisting with fundraising?

These are suggested interview questions developed by James Mueller & Associates. For more information, please visit www.jmuellerassociates.com.