

Leader Interview Guide

A 45-minute conversation for anyone about to hold a room.

You are not screening for polish. You are screening for whether this person can be present with someone else's pain without needing to fix it, flee it, or make it about themselves. Most of that shows up in how they answer, not in what they answer.

Allow 45 minutes. Ask fewer questions and follow them further. Silence is data.

STORY

Tell me how you came to faith — and what it cost you.

Listen for: a real story with texture, or a rehearsed testimony with no weather in it.

Who has cared for you well? What did they actually do?

People generally lead the way they were led. This answer predicts a great deal.

CAPACITY

Tell me about a time someone told you something hard and you didn't know what to say.

Listen for: comfort with not knowing. A leader who always knows what to say is a risk.

When was the last time you were wrong about someone?

Listen for: whether they can hold their own reading of a person loosely.

What do you do when a conversation goes somewhere you weren't expecting?

LIMITS

What would you do if someone in your group disclosed abuse?

There is one right answer: escalate. Any answer that begins with handling it themselves is a training gap — which is fixable — or a control problem, which is not.

What are you carrying right now that a group might touch?

Not disqualifying. Unexamined is. Listen for self-knowledge, not the absence of wounds.

LEADER INTERVIEW GUIDE

How would you know you were running on empty? Who would notice?

THE READING

Can be present without needing to fix

1	2	3	4	5
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Holds their reading of a person loosely

1	2	3	4	5
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Knows their edge and will escalate at it

1	2	3	4	5
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Self-aware about what they carry

1	2	3	4	5
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Would tell us before they ran dry

1	2	3	4	5
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What gave you pause?

Recommendation — and what they'd need to succeed
