



# Dallas Theological Seminary

## Questions for References

During the search process it's important to check references and receive feedback from them regarding candidates. Below are questions to consider asking.

Information about the Reference:

How long have you known the applicant?

How well do you know the applicant?

What is your relationship with the applicant?

Ministry Life:

How do you see the applicant as gifted for ministry? What are their spiritual gifts?

What do you consider some of the strengths of the applicant?

What do you consider some of the weaknesses of the applicant?

What successes has the applicant had in ministry? Can you give an example?

How would you describe the applicant's leadership style and ability?

How well does the applicant work with others, both with fellow ministers and laity?

How would you describe the applicant's spiritual and prayer life?

How does the applicant handle conflict? Can you give an example?

How does the applicant handle change? Can you give an example?

How does the applicant handle praise? Can you give an example?

How does the applicant handle criticism? Can you give an example?

What is the applicant's view of missions, Christian education, discipleship (whatever the position requires)?

Do you have any reservations about the applicant's doctrinal position(s)?

#### Personal Life:

How would you describe their relationship with their spouse, if married?

How would you describe their relationship with their children, if any?

How does the applicant relate to others, including the opposite sex, and how do they respond to the feelings and needs of others?

How does the applicant manage priorities in their life such as their marriage, ministry, leisure time and outside interests?

Have you observed any weaknesses in their moral life?

How does the applicant handle their finances? Do they follow a budget? Do they talk frequently about money worries?

What hobbies and other outside interests does the applicant have?

How would you describe the applicant's physical condition and exercise regime?

#### Closing Questions:

If you have employed this applicant, would you rehire him?

Do you have any reservations in recommending this person to our ministry?

Do you have anything you would like to share with us about the applicant?

Do you know of any other person we should contact regarding this applicant?