



It starts with Scouts.

Tout commence  
avec les Scouts.

## Interview Assessment Summary

	Questions	Assessment Concern	Strong/Weak/Concern
<b>Background</b>	<p>How long have you lived here? Can you tell me about where you come from?</p> <p>Can you tell me a bit about your family?</p> <p>What is it about volunteering with children that appeals to you?</p>	<p>frequent changes of residence/employment; prefers the company of children; lacks close connections with adults; believes children are more understanding than adults.</p>	
<b>Motivation</b>	<p>What made you decide to apply for this position?</p> <p>What do you hope to achieve in this role?</p> <p>What are your personal goals for this position?</p>	<p>uncomfortable with eye contact (Caution: not all cultures are.); body language that does not match what they are saying; over involvement with youth; unrealistic expectations</p>	
<b>Mission &amp; Principles</b>	<p>Commitment to the Mission and Principles is a condition of membership in Scouting. What is it about the Mission that makes you want to volunteer?</p> <p>Are there any points here that you would like clarified?</p>	<p><i>questioning reference to God</i></p>	

	<p>Do your personal beliefs and convictions allow you to take this commitment?</p> <p>If a ____ year old asked you to give examples of how you live according to these Principles as expressed by the Promise and Law, what might you tell them?</p> <p>Would you be able to promote this organization and what it stands for?</p>		
<b>Commitment</b>	<p>What other volunteer work do you do in your leisure time?</p> <p>Describe your experience in the outdoors that will help with the exciting plans we have for the year.</p> <p><i>(If no experience in outdoors, explain the expectation i.e. can't opt out, describe resources available to help.)</i></p> <p>What concerns do you have about this expectation?</p>	over commitment	
<b>Skills &amp; Interest</b>	<p>What skills, interests and experience do you have that might be helpful to you in the role of _____ ?</p>	volunteering for credit or because they are lonely, going through a transition and seeing this as a diversion; have needs greater than the volunteer experience	

	<p>What activities or aspects of the role are you looking forward to the most? The least?</p> <p>Do you have any other commitments that might conflict with this role?</p> <p>How would you ensure that the outdoor aspect of Scouting gets its proper emphasis in the program? <i>(If this is a new area, the individual may need time to reflect – you can discuss ideas that have worked for others as well as ideas that haven't worked so well.)</i></p> <p>We realize that you bring a variety of skills and experience to the role. Are you prepared to develop basic skills and knowledge for delivering the programs (or for managing the group, etc.?)</p>	<p>Pay close attention to what they answer for 'the least' as it may indicate whether the individual will be a 'fit' for the role or not. Don't be afraid to probe it, if it plays a significant part of the role.</p>	
<p><b>Suitability</b></p>	<p>Leaders in Scouting are powerful role models for our young people. Do you remember who your role models were when you were growing up?</p>	<p>justification of harsh discipline strategies; harsh or unrealistic attitudes about children; unable to identify positive childhood role models; feelings of</p>	

	<p>How did they help you?</p> <p>How did they deal with discipline?</p> <p>What type of a role model would you be to youth in our group?</p> <p>What is it that you enjoy about being with children</p> <p>Tell me about a situation when your patience was being tested by a child and how you responded.</p> <p>Have you ever had sexual contact with a child or children? Have any of your actions towards a child been perceived by anyone as sexual in nature?</p> <p>Have you had any involvement with the police or any other authorities that would reflect on your suitability to hold this position?</p> <p>Have you read the organization's "Duty of Care" document?</p>	<p>bitterness/resentment; combative stance towards others, overdependence, inability to deal with strong emotions; prejudice towards certain groups</p>	
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	<p>Do you understand this document? How do you feel about it? Can you accept to be guided by it in this position?</p>		
<p><b>Teamwork &amp; Following Procedures</b></p>	<p>There are a variety of opportunities to work with other people in Scouting. Do you prefer to work alone, with two or three people, or in larger groups?</p> <p>Please tell me about any experiences you may have had with disabled people/children/seniors</p> <p>Like every organization, Scouting has rules, procedures and guidelines. These sometimes require extra effort or care in providing the program or completing a project. Can you tell us about a time at work or in another situation where rules got in the way of getting things done? How did you handle it?</p>	<p>inability to work on a team; lack of respect for procedure</p> <p>unsafe work habits or recreation; thrill seeking; prejudices; many accidents, easily bored</p>	
<p><b>Vision For Youth</b></p>	<p>Youth today are faced with many challenges as they grow up. What do you think are the greatest challenges facing young people in</p>	<p>distrust of conventional authorities; lack of optimism for future; wanting to provide children with</p>	

	<p>our community? How do you think you can help them through Scouting?"</p>	<p>something he/she never experienced</p>	
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