

Structured Interview Question 1p: Adaptability

The Question:

You begin your Friday over breakfast looking forward to being able to spend several hours in your office finishing preparation for Sunday's sermon. When you arrive at your office there is already a congregation member waiting to talk with you about a problem that she is having with a member of a church committee that she chairs. After an hour, she leaves and you begin your sermon preparation. An hour later your phone rings and it is your lay leader asking you if you can have lunch. You say sure and go back to your sermon preparation. After lunch with your lay leader, you go back to your office and discover a phone message that one of your elderly members has died. You leave immediately to be with the family and are there for the rest of the afternoon. You arrive back at your house at 6:00 p.m. just in time to grab a quick bite to eat with your spouse and small children before needing to be at the church at 7:00 p.m. for a wedding rehearsal. You return home at 9:00 p.m. and your spouse tells you that one of your children is having a problem at school.

The Variables which the question explores:

Ability to adapt to changing professional demands, ability to move in and out of very different emotional states, ability to engage in self-care in the midst of professional demands.

Rating Instructions (1 point for each item below)

Give one point if the candidate is able to describe how she/he manages the day.

Give one point if the candidate is able to identify the stresses of the day.

Give one point if the candidate is able to identify a particular moment(s) of frustration.

Give one point if the candidate is able to identify how his frustration impacts his feelings and behavior.

Give one point if the candidate is able to identify how they have taken care of themselves during this day.

Sample answers

0 Points: "It was an easy day, no problems."

1 Points: "I felt angry all day."

2 Points: "I managed the day by staying focused."

3 Points: "After lunch and just before going to be with the family, I took a brief walk and prayed and meditated."

4 Points: "I touched base with my spouse mid day to see how he/she was doing and mentioned briefly the complexity of the day."

5 Points: "After getting home, I spent time with my spouse with each of us sharing what our day had been like and how we could carve out some additional time for each other and our family."