



Sample Mission-Centered Interview Questions

Hiring for mission is not a Best Practice used exclusively by private-sector employers. Today, more and more universities and colleges recognize the extraordinary value of hiring faculty and staff who are willing to help carry out the institution's mission. Hiring staff and faculty who understand and support the mission helps St. Thomas remain focused on what really matters—its students, faculty, staff, and members of the broader community. This is why asking applicants questions about their ability to contribute to the University's mission should be an integral part of the interviewing process.

Therefore, the purpose of the interview process is twofold: (a) to help discern the orientation of potential candidates toward key values and characteristics described in the University's Mission Statement and (b) to assess a candidate's ability or willingness to support the mission in his or her area of responsibility—or at least not be hostile toward it.

Achieving both outcomes can be difficult. Below is a list of suggested interview questions you can use to help assess the qualifications and readiness of candidates to perform their job responsibilities at St. Thomas. These questions are suggestions only. You may wish to revise them to reflect the uniqueness of your unit's perspective, interpretation, and emphasis. There are no "right" or "wrong" answers but rather an opportunity to learn more about the candidates. Candid, forthright answers are expected, as they are in the best interest of both the candidate and the University.

Mission-Centered Interview Questions

1. What is your understanding of the Mission of the University of St. Thomas?
2. What aspects of St. Thomas' Mission Statement appeal most to you?
3. How does your work fit in with the mission of St. Thomas?
4. In light of St. Thomas' mission and its continuing reflection on the development of its students to be morally responsible and wise leaders, how might you contribute to this aspect of our mission?
5. At St. Thomas, our sense of community is defined by a strong commitment to collegiality and collaboration to achieve our shared goals, uphold our commitment to the common good of and respect for all community members. How might you express this commitment as a member of the (staff or faculty)?
6. What are your prior experiences that help you relate to the University Mission?
7. Have current or previous employers emphasized their organization's mission? If so, in what ways and how did your position and/or performance support the mission?



8. What do you think is the single, most important characteristic of an employer? What workplace values are important to you?
9. If you are selected for this position, how would support the University's Mission?
10. In what ways might you help St. Thomas "advance the common good" and how might you demonstrate that in the position for which you are applying?
11. How do you promote an appreciation of cultural and individual differences in the workplace?
12. Do any aspects of our Mission Statement raise concerns for you—anything you might have difficulty with? Anything you have questions about?
13. At St. Thomas, we take the mission seriously. Rather than being just a "statement" on paper, we strive to "live" it proactively. How do you see yourself embodying the Mission?