

Interview Questions that Reveal Calling

Help leaders see beyond skills and experience to understand what energizes candidates, where they find purpose, and how their natural gifts may align with your organization's mission.

1. Meaning & Fulfillment

- Tell me about a time when your work felt deeply meaningful. What made it meaningful to you?
- Which accomplishment in your career are you most proud of, and why?
- When do you feel most "in your element" at work?

Listen for: joy, alignment, energy, contribution.

2. Impact & Contribution

- Where do you feel you naturally make the biggest difference on a team?
- What do people consistently come to you for?
- What type of work leaves you feeling like you truly helped someone?

Listen for: service mindset, confidence without ego, awareness of strengths.

3. Values & Motivation

- What matters more to you than metrics or recognition?
- What kind of work environment helps you do your best work?
- What do you believe your work should ultimately contribute to?

Listen for: alignment with mission and culture.

4. Growth & Resilience

- Tell me about a season when work was challenging but still worthwhile. What kept you going?
- How do you stay grounded when pressure increases?
- What have you learned about yourself through your career journey?

Listen for: maturity, perseverance, character.

5. Calling & Identity (Optional: Use When Appropriate)

- Describe your purpose or calling in a sentence.
- Where do your gifts and your desire to serve others seem to intersect?
- How do you hope your work impacts people over time?

Listen for: humility, clarity, developing awareness.

REFLECTION FOR LEADERS

As you listen to candidates answer these questions, consider whether their sense of calling aligns with your mission, fits the role meaningfully, and supports the culture you are building. When calling and role align, people bring energy, ownership, and purpose to their work. When they do not, performance may still happen, but fulfillment and longevity rarely follow.

Skills can be trained.

Calling is discovered and stewarded.

Hiring with calling in mind strengthens teams, deepens engagement, and supports long-term organizational health.

"I therefore, the prisoner of the Lord, beseech you that ye walk worthy of the vocation wherewith ye are called."

– Ephesians 4:1