

# WORSHIP AUDITION INTERVIEW QUESTIONS

With each of the questions below, you should be listening for a basic understanding of what worship is and what it isn't, and what the Gospel is and what it does. Most red flags can be coached and will not be disqualifying, but they should inform *how* you proceed and coach an individual.

## 1. What excites you about being involved in the worship ministry?

### RED FLAGS:

*"I love being on stage."*

*"I will only serve if I can in the worship ministry."*

Putting someone on stage that loves the limelight is not helpful for them or the congregation. You probably don't want qualified musicians serving in other ministries, but be cautious of those that see themselves as being above other forms of service.

### GREEN FLAGS:

*"I want to serve the church body by..."*

*"I have a passion to see people encounter Jesus..."*

You want someone that doesn't exaggerate the role of the corporate gathering or downplay its importance in the believer's life. Listen for what they get excited about.

## 2. What is your background with other ministries? If you were involved in worship ministry before, why did you leave?

### RED FLAGS:

*"There were irreconcilable differences."*

*"I left because I wasn't getting fed."*

Watch for comments suggesting a consumer mentality towards church. Listen for any unresolved issues or lack of submission to authority. It is foolish to think that a change of scenery will solve this in most people's lives.

### GREEN FLAGS:

Did they seek counsel from their former leaders before they left? Do they have a record of serving? Are they prone towards commitment or jumping ship every 6 months?

## 3. What does your private worship life look like? How often does that happen?

### RED FLAGS:

*"Things have been really busy lately."*

Lacking spiritual disciplines and time in solitude. Excuses relating to busyness.

### GREEN FLAGS:

Worship leaders and volunteers who don't ever worship Jesus privately through music, should be encouraged to do so. Why would an outpouring of worship on stage be

natural if that's the only environment that a person responds that way? Frantic schedules are a badge of honor in American culture, so listen for someone who understands our need to do the important and not just the urgent.

#### **4. What is the role of a worship musician on stage?**

##### **RED FLAGS:**

*"I feel closer to Jesus when I'm singing/playing."*

*"I want to enable people to sing to Jesus."*

##### **GREEN FLAGS:**

This one is tricky to differentiate, but people will often use language that sounds as though they see themselves as a mediator between the congregation and God. We don't make worship possible, but instead try to show the beauty of Christ so that He draws men to Himself. "Under the oversight of the pastor, he combines...pastoring, leading, administration, teaching, and musical skill to care for, guide, and instruct God's people as they sing God's praises." ([Kauflin](#))

#### **5. We need to be known by others to help us see and repent of how we don't speak and act like Jesus. Who is currently speaking into your life? When is the last time someone called you out on something?**

##### **RED FLAGS:**

*"I don't really have that right now."*

Lack of examples could indicate a lack of accountability or lack of authority figures.

##### **GREEN FLAGS:**

They can identify quickly who has authority and permission to speak into their life, including hard things. It's essential that the person they invite to speak in their life has a track record of following Jesus, and it's strongly recommended that their coaching comes from someone who understands the ethos and D.N.A. of your ministry. In other words, if an old pastor in another state is their primary shepherd, be careful that this doesn't lead to conflict later over philosophy of ministry or expectations.

#### **Helpful passages to have fresh in your mind before an interview:**

Exodus 28 and 35 (for examples of God's attention to skill)

Proverbs 10:17, 12:1, 15:31-33

Isaiah 1:10-20

Acts 16

Romans 12

1 Corinthians 12

Ephesians 4 and 5

Colossians 3

1 Timothy 2:5