Volunteer Screening: Interview Questions for Youth, Parents and Referral Sources

Questions to ask potential mentees to screen for appropriateness for the program

- How old are you?
- What grade are you in at school?
- What do you like about school?
- What do you dislike about school?
- Do you have a favorite subject in school?
- What do you like to do in your free time?
- Do you have any hobbies?
- Is it easy for you to make friends, or are you someone who feels more comfortable when others come to you?
- What do you like to do when you hang out with your friends?
- Who do you admire and why do you admire him/her?
- If you have a problem, do you have any adult or adults in your life you can talk to?
- What is it about this person or persons that make it easy for you to talk to?
- Do you know what a mentor is?
- Do you want a mentor or are you being told you need one?
- Have you had a mentor before?
- Describe what a mentor would mean to you.
- Is there anything you would like your mentor to know about you?
- What would you like to know about your mentor?
- If you joined mentoring, would there be anything that made you nervous?
- What are you hoping to gain from this experience?
- How did you hear about our program?
- Do you have time to commit to our program?
- What questions do you have about this program?
Questions to ask youth to assist with the matching process

- What activities would you like to do when you are spending time with your mentor?
- What is an activity you have not done that you would like to try if your mentor knew how to do it?
- Do you face any particular challenges in school you think a mentor might be able to help you overcome?
- How do you think you learn best; by observing first or just trying it?
- How do you see yourself?
- Does it matter for you to have a mentor of a certain age?
- Is it important for you to have a mentor who shares your heritage? Faith?
- What do you expect of your mentor?
- What role do you see your mentor playing in your life?
- What should a mentor expect of you?
- Most mentors tell us they learn a lot from their mentors. What could your mentor learn from you?
- Do you expect advice from your mentor? If yes, how do you want the advice given?
- When are you available to see your mentor?

Questions to ask the parent during the screening process

- How were you referred to this program?
- Do you understand our program?
- Are there any questions or concerns about our mentoring program?
- Do you understand the role of a mentor?
- Do you support your child’s decision to be in the program?
- Why do you want a mentor for your child?
- How is your child in other adult relationships?
- What are your expectations for this match and from this program?
- Do you have a preference regarding your child’s mentor?
- Do you think your child will benefit from spending time with a mentor?
- What would you like to see your child accomplish with the help of a mentor?
- Is there anything specific you would like the mentor to do to help your child?
- Would you like to work together to set a few goals for your child?
- Does your child have any older people in the family he or she will go to with a concern?
- How do you feel your son or daughter may benefit from having a mentor?
- Is there anything you feel we should know about child that we may not have observed?
- What makes your child uncomfortable?
- Is there anything you would not like your child’s mentor to discuss with him or her?
- What concerns do you have regarding your child right now?
- Will you make sure your child will be ready at the scheduled match time?
- When would be a good time for your child and mentor to meet?
Questions to ask when consulting with a referral source such as a therapist/social worker/teacher

Questions for a Potential Mentor’s Referral
- Would you be comfortable having this applicant mentoring your own son or daughter?
- Would you say this mentor could commit to a youth for the time required?
- What challenges do you think this potential mentor might face when working with his or her mentored youth?

Questions regarding a youth’s referral
- Does this youth want a mentor?
- Why do you think this youth would fit in our program?
- What does this youth’s support system look like?
- What strategies would work best for this youth?
- What expectations do you have for this mentor relationship?
- Would you trust taking this youth out by yourself?
- What do you think the mentor program could do for him or her?
- What kind of mentor would best support this youth?
- What made you refer this youth to our program instead of the other available programs in our community?
- What makes ___ excited? Frustrated?
- What are the mentee’s strengths and challenges?

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