

Suggested Interview Questions for Applicants Related to Catholic Identity

*In ads for any position, clearly state in the qualifications
"Preference is given to practicing Roman Catholics"*

If candidate is Catholic:

- How familiar are you with the teachings of the Catholic Church?
- Do you struggle with any of the teachings of the Catholic Church?
- How do you try to implement prayer into your daily life?
- Where are you a parishioner?
- Are you involved in any ministries at (Parish name)?
- Are you involved in any other Catholic activities or organizations?

If candidate is non-Catholic:

- Do you follow any Christian denomination? If so, which one?
- What do you know of the Catholic Church? Are there any teachings of the Catholic Church you struggle with?
- Are you willing to help promote and be respectful towards the mission of the Catholic Church as well as the Diocese of Springfield in Illinois?

(Questions for Staff in Parishes)

- Why are you seeking employment in a Catholic organization?
- Through your ministry, how will you help those you serve to understand, accept, and appreciate Catholic teaching and values?
- What controversial issues do you think arise in connection with Catholic teaching today?
- Our employees are called to avoid actions and lifestyles that are contrary to the teachings and values of the Catholic Church. In fact, living contrary to the teachings of the Catholic Church can be grounds for dismissal. Do you have any concerns about this?
- If you had any questions regarding Church teachings to whom would you go?
- Employees are encouraged to attend and participate in religious activities in their parishes. Is this something you feel you can do?
- *"The mission of the Roman Catholic Diocese of Springfield in Illinois is to build a fervent community of intentional and dedicated missionary disciples of the Risen Lord and steadfast stewards of God's creation who seek to become saints. Accordingly, the Community of Catholic Faithful in this Diocese is committed to the discipleship and stewardship way of life as commanded by Christ our Savior and as revealed by Sacred Scripture and Tradition."* To further this mission, the Diocese of Springfield in Illinois is committed to implementing the four pillars of hospitality, prayer, formation and service.¹

- What does this statement mean to you? What does this mean for your ministry?