



Sample VISTA Applicant Interview Questions

1. How did you hear about VISTA and why are you interested in AmeriCorps at this point in your life?
2. What is the number one reason you decided to apply?
3. What strengths can you bring to the position?
4. What do you hope to experience or gain during your VISTA service?
5. How do you imagine participating in VISTA will benefit your future career and personal goals?
6. Tell me about your work and volunteer background. Include one of your weaknesses and your finest accomplishment.
7. Describe your ability to work both independently and within a team. Which do you prefer?
8. Describe a work situation where you were part of a team effort. What made the team successful? What were the challenges?
9. VISTA members often work with people from a variety of backgrounds and experiences. Describe your experience living or working with people who are different than you.
10. Describe a stressful work situation that you have experienced. How did you cope with it?
11. What was the most significant change in your life and how did you handle it?
12. Talk about a mistake that you have made; what did you learn from that mistake?
13. Can you give me an example of something you initiated?

14. What qualities do you like in a supervisor? How do you like to be supervised?
15. What challenges do you expect to face in this position?
16. What matters most to you in your work?
17. Describe your organization style. How do you get and stay organized?
18. This position primarily focuses on capacity building and sustainability. In your own words, define the difference between direct service and capacity building. Why do you think this type of service is a good fit for you?
19. VISTA service requires a substantial commitment for one full year. How do you feel about this commitment? Do you foresee any reason you would be unable to fulfill this commitment?
20. VISTA members receive a modest living allowance. How confident are you that you would be able to live on this for one full year?
21. What else do you believe is important for us to know as we consider your application?
22. What reservations do you have about serving for a year with VISTA?
23. Are you applying for any other positions?
24. What questions do you have about VISTA and/or the [VISTA project]?