

Sample Questions for a UPB Interview

The following questions are listed on the Committee Chair application. Instead of asking them during the interview, please refer to the candidate's application!

- What (if any) experience do you have with programming and event planning?
- What (if any) experience do you have in leading a group of your peers?
- For each Committee Chairperson position applying for, examine the Committee Mission Statement and tell us about a new program you think would embody that mission.
- Why is it important to be involved on campus?
- When working in a team that works as closely as the UPB, conflict is sometimes natural. Describe your approach to, or previous experience with, conflict.
- *Redbird Graphics Committee Chairperson candidates only:* Please bring at least one sample of your work *to your interview* (please do not submit with your application).

Employers should not ask about any of the following, because to not hire a candidate because of any one of them is discriminatory:

- Race
- Color
- Sex
- Religion
- National origin
- Birthplace
- Age

Break the ice questions:

- Tell us about yourself.
- What made you apply for this position?
- If you were hiring somebody for this position, what qualities would you look for?
- What are some other things you have been involved with at ISU or in high school?
- What's your favorite part about today?
- What are some things you'd like us to know about you that is not included in your application materials?

Questions about leading a Committee:

- As the Committee Chairperson, it is essential that you remain unbiased. Describe a time when you put your personal opinions aside to satisfy the needs of a team.
- Talk to us about delegation.
- When leading a Committee, you often have to serve as a forecaster. In other words, you need to be able to know exactly what needs to be done to get your Committee from where you are to where you want to be. Describe a time when you lead a group in a project from brainstorming to completion.
- How would you welcome new Committee members?

Questions about programming:

- In what ways have you had to deal with crisis management?
- Describe a time when you were involved in a project that did not go according to plan.
- How do you define program success?
- When planning a program, do you tend to focus on the little details or the big picture?
- What do you believe is the most effective form of marketing?
- Why is it important to assess an event?

Questions that test a candidate's logic (AKA questions without real answers part I):

- Let's say we get a full page ad in tomorrow's Vidette. How many people will be exposed to it?
- How many skis are rented each year?

Questions about serving on the General Board:

- Do you tend to be stronger at individual work or team work?
- "Positivity" is our "Word of the Year." What do you do to keep yourself positive, and what do you do to keep others positive and motivated?
- What experience, if any, do you have with Robert's Rules of Parliamentary Procedure?
- How do you think serving on the General Board will change your perspective on the UPB?
- Do you believe that being on the UPB would make you a learner or teacher?
- As a UPB General Board member, you share a close office with others on the Board. How do you think you will handle this?

Questions that test a candidate's creativity (AKA questions without real answers part II):

- If you were a household appliance, which would you be?
- What are your thoughts on peanut butter?

Questions that see if a candidate has done his or her homework (AKA questions that definitely have real answers):

- What sets the UPB apart from other Registered Student Organizations on campus?
- What is one of your favorite UPB programs, recent past or upcoming?
- Why does the UPB exist?
- What stood out to you on the UPB website?

General leadership questions:

- What is your personal leadership philosophy?
- What is your personal diversity philosophy?
- Do you tend to value change or tradition?
- What is one of the biggest risks you took recently?

Miscellaneous questions that may or may not apply to each candidate:

- If you were to be given this position, you would be entering an established group as a newcomer. In what ways would you try to get to know the students you would be working with?
- What experiences do you have working with large-scale events?