



# Hiring for Personality & Beyond

A Checklist for Hiring Beyond First Impressions and Likeability



**CHEMISTRY**  
STAFFING





## TOP 20 PERSONALITY QUESTIONS TO ASK CANDIDATES

- How would your friends describe your personality?
- How do you typically respond to conflict or disagreement?
- When facing change or uncertainty, what is your natural response?
- What is your communication style - reserved or outspoken?
- Do you prefer shaping strategy or delivering consistent results?
- What is your ideal work pace and pressure level?
- How do you make important decisions?
- What are your natural strengths? Weaknesses?
- What kind of work culture and values do you thrive in?
- How do you like to be managed or given feedback?
- How would you describe your ideal manager's style?
- What are your passions and interests outside of work?
- How do you react when plans suddenly change?
- Do you energize being around people or prefer quiet focus?
- How competitive are you by nature?
- How do you handle ambiguity or uncertainty on projects?
- Do you gravitate toward innovation or proven methods?
- How do you typically respond to criticism?
- How do you evaluate your own performance?
- What discourages or demotivates you at work?

## LOOK BEYOND PERSONALITY ALONE

While personality fit is critically important, hiring someone based on personality alone can backfire. It's essential to assess alignment across multiple areas:

### **Theological Beliefs & Doctrine**

Confirm your core theological teachings and doctrine are in agreement. Misalignment here can undermine your church's ministry.

### **Passion for Your Mission**

Look for authentic excitement about your church's purpose and vision. This intrinsic passion prevents disengagement.

### **Skills & Experience**

Evaluate proven abilities to excel in the specific role. Lacking key hard skills creates frustration.

### **Leadership Approach**

Determine if their style motivates and equips others effectively. Poor leadership capacity hinders teams.

### **Coachability & Chemistry**

Assess openness to feedback and rapport with future colleagues. Resistance to coaching and lack of chemistry demotivates.

### **Cultural Fit**

Validate fit with the church's values, pace, and interpersonal norms. Culture clash leaves people feeling disconnected.

### **Work Ethic & Motivation**

Gauge their self-direction, initiative, and track record of strong performance. Weak drive or discipline reduces output.

The strongest hires align across personality, values, abilities, leadership style, and motivations. Taking a comprehensive view beyond just personality prevents a potential mismatch and bad hire.

## MAIN TAKEAWAY:

# Never hire merely based on personality.

We can help you make wise, balanced hiring decisions.

**Partnering with Chemistry Staffing could be your first step in hiring a great long-term healthy fit for your staff. Here's how we can help.**

We specialize in helping you determine whether or not a candidate will be a great fit for your team. We know the right questions to ask, not only about personality fit, but also how potential candidates fit your church's theology and culture. We also evaluate each candidate's past experience and future capability to do the role you need them to do.

- **Have you already started your search?** No problem. When you narrow your search down to final candidates, we can provide a cost-effective "Final Fit Analysis" to help you assurance that the candidate is a great fit for your team.
- **Are you getting ready to start your search?** Awesome. We'd love to partner with your church to help you find, access, interview, and recommend candidates that meet our 'healthy long-term fit' potential.

LET'S TALK – FREE 30 MINUTE VIDEO CALL.



Todd has invested over 30 years in serving churches, having served as a worship pastor for over 15 years, a church elder for more than a decade, and in various ministry leadership roles in both the business and non-profit sectors. As the original founder and developer of ChurchStaffing.com, Todd fundamentally changed the way thousands of churches search for pastors and staff on the internet. A graduate of Cedarville University, Todd lives in Bryan, OH with his wife, Dawn.