

# Fundraiser

This interview guide is intended to be used in conjunction with the Vervoe skills assessment. Where a candidate has scored Low - Medium on a skill, focus on asking more questions from that skill to gain deeper insight into their level of competency.

Assessment Score	<span style="background-color: green; color: white; padding: 2px 5px; border-radius: 10px;">HIGH</span> <span style="background-color: orange; color: white; padding: 2px 5px; border-radius: 10px;">MEDIUM</span> <span style="background-color: red; color: white; padding: 2px 5px; border-radius: 10px;">LOW</span>
Assessment Skills	Fundraiser, Resilient, Communication Skills <span style="float: right;">Results Oriented,</span>

Competency/Skill	Candidate with this will display
Fundraiser	<ul style="list-style-type: none"> <li>Understands the impact this role has on the overall results of supporting major fundraising programs</li> </ul>
<b>Questions</b>	
	What fundraising events or ideas have you created before? If you haven't, which ones have you attended?
	How comfortable are you with asking people for money?
	Tell me what you know about why we are raising funds.  What does it take to be successful in this role?
<b>Comments</b>	

Competency/Skill	Candidate with this will display
Resilient	<ul style="list-style-type: none"> <li>Understands the difficult nature of the role and consistent rejection</li> <li>Can come back from failures and treats each interaction as a new opportunity</li> </ul>
<b>Questions</b>	
	Describe a time where you have dealt with rejection.
	You will get a lot of people telling you no, or simply ignoring you in this position. How will you maintain positivity and engagement when you're feeling ignored?
	How would you handle objections in this role when people say no at first

	Describe a time where you have successfully persuaded someone to see your point of view or act in a particular way.
<b>Comments</b>	

<b>Competency/Skill</b>	<b>Candidate with this will display</b>
Results Oriented	<ul style="list-style-type: none"> <li>• Looks at objections and challenges and keeps main goal in mind</li> <li>• Can work with strict KPIs</li> <li>• Wants an outcome with each interaction</li> </ul>
<b>Questions</b>	
	How will you motivate yourself to raise funds?
	Describe a time where you have been set a target that seemed so far-fetched at the time but you managed to reach.
	Describe a time where you have set yourself a goal, this could be at work or personal, and achieved it.
<b>Comments</b>	

<b>Competency/Skill</b>	<b>Candidate with this will display</b>
Communication Skills	<ul style="list-style-type: none"> <li>• Can clearly articulate mission statement and how funds are spent</li> </ul>
<b>Questions</b>	
	How will you develop connections with people you're asking for money from?
	When people ask you why they should give you money, what will you respond with?
	Describe a time where you have turned a negative relationship into a positive one. How did you manage to do this?
<b>Comments</b>	