

# Interview Questions

---

- A. Welcome and Introduction of the Board Members (individually).
- B. Description of the interview process (CPS HR).
  
- 1. **Candidate Introduction (5 min).** Tell us about yourself, your qualifications, and your interest in this position.
- 2. **Candidate Questions (15 min).** Candidates may use this time to ask the board pertinent questions about the Library and the position.
- 3. **Board Questions (40 min).** As the director, what steps would you take to familiarize yourself with the area to become an active participant in the community as director?
- 4. Describe your style of leadership and what assets you feel you will bring to the DCPL staff.
- 5. Please share with us what you feel are one or two of your accomplishments that reflect your personality and work style that will influence your role as director.
- 6. What is your decision-making process to keep the board informed of patron complaints, praise, or concerns?
- 7. Explain what you feel the working relationship between the LBOT and the director should include to provide the best environment for the library.
- 8. What do you view as the primary relationship with a Friends of the Library organization? How will you cultivate that relationship in Douglas County?
- 9. How do you determine when a library program has exceeded its life span, needs to be expanded, or get replaced with a new program?
- 10. Share an example of a time you worked cooperatively with the State Library to deliver programs, services, or resources to your library.
- 11. Describe a difficult budget or financial experience you've had to overcome. What was your specific responsibility in managing the solution?