



Recruitment Counselor Sample Interview Questions

General Interview Questions

- What interests you about this position?
- How would you describe the ideal recruitment counselor?
- What does it mean to be “Panhellenic”?
- Which of your chapter’s values best apply to the role of recruitment counselor and why?
- What do you believe is a recruitment counselor’s role as it relates to helping PNM’s through the recruitment process?
- What importance do values play in recruitment?
- What qualities and characteristics do you have that make you a good fit for the recruitment counselor position?

Scenario-Based Interview Questions

- What would you say to encourage a PNM to sign up for recruitment when she’s on the fence about whether to participate in recruitment?
- How would you counsel a PNM who has been released by several sororities or by her initial chapter of choice?
- How would you help women realize the importance of making their own decisions regarding the sororities they will return to, rather than doing what their friends are doing?
- One of your chapter sisters asks for information about a PNM. What do you do?
- How would you deal with chapter stereotypes a PNM might articulate?
- How would you counsel a PNM who is afraid she will not be matched to a sorority in recruitment?

When creating interview questions, determine the types of ideal answers a candidate can provide to each question. For example, if a candidate states she is interested in being a recruitment counselor so she can get out of her chapter’s recruitment or because she doesn’t like to talk to PNM’s during recruitment, then that is an obvious red flag. However, if the candidate describes the ideal recruitment counselor as someone who has most of the characteristics and skills identified by the recruitment team, then she may have hit the mark.