



**ATTACHMENT 3: Interview Questions for Board/IC Officer Candidate References**

1. What is your relationship to the candidate?
2. Describe the candidate's area(s)/level of Kairos service.
3. Is this person a team player? If yes, please give an example(s).
4. Describe what skill set this candidate has demonstrated that you think could be an asset to the Board/IC.
5. Explain why you think this person would make a positive contribution.
6. Describe other characteristics that you think are important about this candidate.
7. Other questions?