



[This Photo](#) by Unknown Author is licensed under [CC BY-SA-NC](#)

DateFax™ Questionnaire

As with any job interview, people want to present their "best self," so let's start here with divulging what the "candidate" is not telling you about his/her past experiences. No representatives allowed; this exercise is for real people who are willing to do the work to know and to grow themselves. No confusion allowed either. If you have not done the work or put in the time to know and to grow yourself, then go back to *The Expectation Singles Workbook* and simply start there. *With the EXes!* is committed to getting the right people in the right relationships. So, if you are not right, be mature enough to own it, say it, and deal with it while you are single. And remember, being single does not mean being alone. Join us in the singles closed group on Facebook and commit to growing in this season; otherwise, you will potentially end up married and still alone.

Screening

Some organizations will intentionally pre-screen all its pre-qualified candidates with an initial phone interview. Take this time to uncover the basics of what makes you—at the core of your being—you. Develop and keep your own personal mission, vision, purpose, goals, and culture of who you are at the forefront of your mind. You are your own gatekeeper. Be the Receptionist and inform anyone who causes you to think twice "in a not so good manner" that you have another meeting to prepare for, and keep it moving.

- Tell me about your walk with God. (Self-explanatory if you are a Believer.)
- Name a few of your favorite hobbies or interests. (Testing the compatibility waters.)
- What was your childhood like? (Does their dysfunction match yours?)
- What was your last relationship like? What was good? What was bad? (Can they communicate?)

Assessment

This is your opportunity to find out if they really know what they say they know. In this instance you are now the Human Resources representative, and it is your job to ensure all pre-screened candidates have accurate information regarding what they are required to do. Character counts, so if they are not who they have presented themselves to be, this is your opportunity to say so.

- Do you have any children? If so, what is the status of your relationship with them and their mom/dad? (Responsibility Assessment – Do they take care of what really matters, regardless of how they feel?)
- Have you ever been married (engaged) before? Tell me about it. What happened? (Integrity Assessment – Do they reveal why the relationship ended in a positive light without casting blame?)

- Who is your very best friend? Why? (Loyalty Assessment – Do they share a history with this person that is mutually beneficial, or is it self-serving or one-sided by either?)
- Who has hurt you the most/worst in life? (Maturity Assessment – Have they healed, learned from, or grown through their experience?)

Interview

By now the pre-screening and assessment have separated the wheat from the tare. Some have made it through; others, just need to make it altogether. As the Hiring Manager, you are in the driver's seat. This is your meeting, and you will give enough lead way for questions to be answered, as you steer the direction of all conversation in your favor. Ask the questions that need to be asked in person, so you can hear their verbal answers, see their non-verbal responses, and be close enough to touch on anything you deem it necessary to bring up after a question leaves a bad taste in your mouth or smell in the air. Rely on all five of your senses... and try to throw a sixth one in, if need be. Ask all the questions it would be realistically illegal to ask in an actual job interview. (i.e. It would be important for a single heterosexual person to ask have you ever been involved in a same-sex relationship.) Below is a good starting place for things people don't feel comfortable sharing and there is never a "good time" to bring up. Help them out by asking. You won't regret it.

- Have you ever been arrested and/or convicted? If yes, what for? Determine if this is a deal breaker.
- Have you ever used/sold illegal drugs, legal drugs, or pharmaceuticals and you are not a pharmacist?
- What are your family issues? (i.e. Domestic Violence, Drug/Sex/Gambling/Porn Addiction, Domineering Women, Abusive Men, Divorce, Criminal Convictions, Poverty Mindset, etc.) If none, excuse yourself and do not return. They are either in denial or have yet to figure it out. If they answer realistically, determine if this is a deal breaker.
- Is there anything you were hoping I would not ask? If there is hesitation or a sigh of relief, excuse yourself and return. Give them time to gather their thoughts and yourself time to prepare for whatever. Tread cautiously and listen with your ears, body language and, most importantly, your heart. (Red flag #1 – they would not have brought it up just yet; Red flag #2 – they knew it might alter your decision. Red flag #3 – they were willing to risk you getting caught up before being honest and upfront with you.)
- Is there anything you would like to know about me that I haven't already shared?

Answer the candidate's questions with the same transparency and integrity you require of them. Conversation is two-way, and every good relationship will come down to communication. Be willing to talk on the front end, and you will cry far less on the back end.

Continue getting to know yourself and take time to learn about others. Share before being asked. If they seem uninterested, consider your timing... or, accept they may just really be disinterested in you. Better to find out now, rather than later.