

Step 6: Interviewing the Applicant 1 of 2

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- We recommend that the Interview Panel should be more or less permanent and that:
 - It comprises no more than three members of the Lodge, all of whom are experienced interviewers.
 - There should be at least one Master Mason and one Past Master.
 - There is no reason why the Lodge Membership Officer cannot be a member.
 - The panel's permanent chair should be a skilled interviewer who is an approachable senior member of the Lodge.
 - The membership of the Interview Panel should be agreed during Step 1, Lodge Planning.
- The Panel conducts applicant interviews on behalf of the Lodge and reports to the Lodge Committee:
 - The Master does not have to be a member.
 - The applicant's sponsors attend to support him.
 - The sponsors are not involved in conducting the interview.
- The Interview Panel should conduct itself with a degree of formality, including the use of written invitations and decisions, which may for convenience be sent by email.
- Plan the interview and prepare open questions to obtain the information sought from the applicant.
- Use the example questions with skill and discretion, adjusting questions based upon the applicants previous answers.
- Conduct interviews in a proper manner, using recognised techniques for interviewing candidates.
- Meet after the applicant has departed to decide and communicate the outcome.
- Your Provincial Membership Officer will be able to offer further guidance and assistance if required.

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Information sought	Reason why it is sought
Whether he believes in a Supreme Being.	A core requirement of membership is to believe in a Supreme Being. If there is any doubt on the definition of Supreme Being, sponsors should seek formal guidance via their Lodge Secretary.
Overview of self and lifestyle (family, hobbies, work, charitable interests, other organisations).	To set a context for the rest of the interview and to provide information that can be explored further.
Suitability for this specific Lodge.	To explore and expand on the applicant's suitability for this specific Lodge and its characteristics.
Personal characteristics, qualities and values.	To get the applicant to talk about his values without first telling him about ours.
Alignment with Masonic values / principles.	To check that his values / principles are compatible with ours.
Reason for interest in Freemasonry and motives for joining.	To identify the applicant's motives and to ensure they are compatible with the Craft's values and expectations.
Existing links with Freemasons.	To identify any background in or experience of Freemasonry.
Hopes and expectations on becoming a Freemason.	To check that the applicant's expectations are compatible and can be met by the Craft and by the Lodge.
Likely contribution he could make as a member.	To identify the strengths the applicant will bring to the Lodge and any likely future contribution.
Family and their opinions or support for membership.	To ensure the applicant's family is supportive and will not hinder the applicant's development if he joins.
Support for the Lodge's charitable activities.	To prepare the applicant for future charitable contributions.
Ability to meet time and cost commitments.	To ensure that the applicant is able and willing to meet the commitments expected, in time and money.
Awareness of the normal progression.	To check he knows of the normal progression through the three Craft degrees, taking office and Exaltation into the Royal Arch.
Any other information.	"Catch all" final questions.

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