

## Crafting Questions That Differentiate the Candidates

- If there is a topic that only affects one candidate, ask both to state their stance on the issue.
- Ask questions that require each candidate to reflect on his/her own record or past experience.
  - Describe your experience managing large budgets.
  - Explain past decisions you have made that demonstrate your support for \_\_\_\_\_.
- Ask how a candidate will represent those who opposed him/her in the election.
  - How will you include the opinions of those who didn't support you in your decision-making if you are elected?
  - How will you reach out to those who did not vote for you?
  - If your constituency votes against your opinion on an issue, would you uphold their position as their representative?
- When reviewing their background, relate it to how it affects their leadership.
  - What is the most important skill you will bring to this elected position that makes you suited for the job? Why?
  - What lessons have you learned in your past that would guide you as an elected official?
- Find out who they would rely on for guidance if elected.
  - What steps would you take to ensure that you know the collective opinions of your constituents?
  - Where would you turn for advice if you had a difficult decision to make?
  - If your constituency were deeply divided on an issue, what would you do to decide what direction to follow? How would you appeal to those who in favor of the opposite view?
- To learn about qualifications, ask for specifics.
  - Give a concrete example of a budget you developed and how you kept it balanced.
  - Explain how you handled a specific disagreement with a subordinate or a supervisor in a past position.
  - How many years have you worked in a supervisory role and how many people did you oversee in the most recent role?
- Get an opinion and insight on a particular topic in one question
  - What do you think is the most prominent topic on voters' minds today, and where do you stand on it.
  - Follow-up: Now respond to the topic your opponent named and tell us where you stand on that issue.
  - What traits do you think are most important for a person in this position to have, and which one do you think you are weakest on? What would you do to improve that?
- Find out about what the candidates will do to continuously improve if elected.
  - What skills do you think you still need to develop and how will you accomplish that once elected?
  - Name one criticism of yourself that you have heard while campaigning and if/how you plan to address it.
- Ask about both short-term and long-term plans.
  - What issues do you think will be most important once the most pressing issue of the day is resolved?
  - What is your vision for this community? What would you like it to look like in 5 years/10 years?
- For divisive issues, ask about direct actions to bring people back together
  - On X issue, what actions will you take to unite the community and find a common ground?