



CREW WELLBEING • RECRUITMENT TOOL

Wellbeing questions *for yacht recruitment.*

Thirty questions for interviews, trial periods and 30 / 60 / 90-day check-ins. For captains, heads of department and crew agencies.

CREW WELLBEING • RECRUITMENT TOOL

Wellbeing is not a “nice to have”. *It is a safety issue.*

Fatigue, mental health and working conditions directly affect performance, retention and risk on board. Use these questions during interviews, trial periods and check-ins to build a clearer picture of workload and rest, team culture, mental health support and role clarity. Adapt them to your yacht, your size of crew and your operation.

BEFORE YOU BEGIN • SETTING THE TONE

An interview is a moment of power imbalance, and candidates may default to the “agreeable” answer. Open by explaining why you ask these questions, and make clear that honest answers count in the candidate’s favour: you are building a safe, well-run crew, not testing for “correct” replies. Offer the option to answer sensitive questions in writing if that feels more comfortable. A calm, confidential opening changes the whole conversation.

1 • Workload & rest

INTERVIEW • ALL RANKS

- 01 On your last vessel, what was your typical rest pattern in a 24-hour period during normal cruising, charter or guest periods, and refit or special projects?
- 02 During busy periods, how often did your working day extend significantly beyond the normal schedule? How were extended hours managed and recorded?
- 03 Were you ever asked to skip or shorten a rest period? How was this recorded, reported and managed?
- 04 Describe a week when you felt completely exhausted. What caused it? What support did you have? And what helps you recover after a hard stretch?
 - ◆ Better suited to the 30 / 60 / 90-day check-ins than a first interview: exhaustion is easier to discuss honestly once trust is established.
- 05 If you noticed a colleague showing signs of extreme fatigue, what would you do? Who would you tell?

2 · Role clarity & expectations

INTERVIEW · DECK, INTERIOR, ENGINE

- 06 Write down your five main duties in your last role. Now add any “extra duties” you were expected to do (social media, events, private tasks for owners or guests).
- 07 Were these extra duties written in your job description, discussed before signing on, and compensated (salary, bonus, time off)?
- 08 Have you ever been asked to do something that felt outside your role or training? How was it handled?
- 09 If your job description changed mid-contract, how was this communicated and agreed?

3 · Leadership & communication

INTERVIEW · ALL RANKS

- 10 Describe the communication style of your last head of department or captain. How were concerns raised? How were conflicts handled?
- 11 Have you ever felt unable to speak up about safety, fatigue or workload? Why?
- 12 Looking forward: what would make it easier for you to raise a concern on this yacht?
- 13 If a concern were about your head of department or captain directly, who could you go to?
- 14 When you made a mistake, what usually happened: blame, coaching, or a formal process?
- 15 How often did you receive feedback, positive or constructive? In what form?

4 · Mental health & support

INTERVIEW · ALL RANKS

16 Have you ever felt stressed, anxious or burned out while on board? What contributed to this?

◆ Ask sensitively. Do not pressure the candidate to disclose medical details.

17 What support was available (head of department, captain, HR, external helpline, medical)?

18 Did you ever contact a helpline or seek external support for work-related issues? If yes, what stopped or helped you?

◆ Answering is voluntary. Do not request confidential medical information.

19 What would make you feel safer speaking about mental health on board?

5 · Living conditions & time off

INTERVIEW · ALL RANKS

20 Describe your cabin and personal space. Did you have real privacy and rest time?

21 Did you feel safe and at ease in your living space?

22 How often could you disconnect from work (no messages, no calls) for at least 24 hours?

23 When was your last proper day off on land? How was it organised?

24 What one change would most improve your daily life on board?

25 Is there anything we haven't asked that would help you feel comfortable joining this crew?

◆ A good question to close on: it gives quieter candidates a door to share what matters most to them.

6 · For recruiters & owners

INTERNAL · ROLES AND CONTRACTS

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- 26 Is this role clearly defined, or are we expecting “extra skills” (media, events, private assistance) without clear compensation?
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- 27 Are our staffing levels realistic for normal operation, peak charter or refit periods, and unexpected events?
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- 28 Do our contracts and job descriptions match the real daily workload?
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- 29 Do we offer a confidential reporting route outside the normal chain of command, and how do we protect the person who uses it?
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- 30 What systems do we have to monitor fatigue, record overtime, support mental health and handle conflicts fairly?
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How to use this template

IN PRACTICE

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- ◆ **During interviews:** pick the five to eight questions most relevant to the role.
 - ◆ **During trials:** observe rest patterns, communication and workload.
 - ◆ **During check-ins (30 / 60 / 90 days):** reuse selected questions, including question 4 and the mental health questions, to track how things evolve once trust is established.
 - ◆ **For owners and managers:** review sections 2, 3 and 6 when designing roles and budgets.
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Wellbeing is not a cost. It is an investment in safety, stability and performance.

This template is a practical recruitment and wellbeing tool. It is not a legal or regulatory compliance checklist.

BASED ON

Sources & *evidence base.*

This template reflects themes documented by recognised industry and welfare bodies. The questions are an operational synthesis; the underlying issues are drawn from the sources below.

2026 Yacht Safety Culture and Wellbeing: Crew Impact Report

PROFESSIONAL YACHTING ASSOCIATION WITH LLOYD'S REGISTER · 2026

Fatigue and workload pressures (long hours, reliance on overtime, limited recovery time) featured heavily across responses, most acute during busy seasons and yard periods. Engineers and senior officers recorded the lowest wellbeing scores. Inconsistent leadership and commercial or guest-driven pressures were identified as decisive factors in onboard safety risk.

lr.org/en/knowledge/research-reports/2026/yacht-safety-culture-and-wellbeing-survey

Welfare of Yacht Crew: 2024 Annual Review

ISWAN, INTERNATIONAL SEAFARERS' WELFARE AND ASSISTANCE NETWORK · PUBLISHED 29 JULY 2025

In 2024, contacts to the YachtCrewHelp helpline relating to abuse, bullying, harassment, discrimination and violence rose by 21.4% on the previous year. Employment terms and contractual issues were the most common reason for contact, almost a third of all new cases. 80% of the abuse and harassment cases came from women.

iswan.org.uk/news/helpline-sees-increase-in-more-serious-and-complex-issues-from-yacht-crew

Regulatory frameworks: MLC 2006 and the ISM Code

INTERNATIONAL LABOUR ORGANIZATION · INTERNATIONAL MARITIME ORGANIZATION

The themes in this template are informed by principles addressed in the Maritime Labour Convention, 2006, and the International Safety Management (ISM) Code. This template is not a legal compliance checklist and does not constitute an official interpretation of either instrument.

Sources accessed and verified in September 2026. Figures are attributed to their originating organisations and reflect yacht-crew data where stated.

THE NEXT STEP

These questions show how a candidate thinks. *CrewCheck* shows what their CV is worth.

An expert, evidence-led read of any candidate's CV before a name goes on your shortlist: credentials, sea time and red flags, with a clear verdict.

FOR CAPTAINS HIRING CREW

CrewCheck

Decide before you sign.

- ◆ An expert read of credentials, sea time and red flags
- ◆ A clear verdict: shortlist, verify further, or pass
- ◆ A red-flag summary: gaps, undated documents, inflated titles
- ◆ Confidential, never shared with the candidate

1 candidate

Report within 48 hours

€25

Pack of 5

€20 per CV · save 20%

€100

Pack of 10

€20 per CV · save 20%

€200

Check a candidate · from €25

Secure checkout · Stripe

Card, Apple Pay or PayPal, no PayPal account needed. After payment, send the candidate's CV to contact@freelanceyachting.com.

Yachting careers, built by experts.

QUESTIONS

contact@freelanceyachting.com