

Competency Questions

Competency based interviews allow you to really assess a candidate. Below are some questions to help you get a better feel for how a candidate has reacted and dealt with situations in their previous employment.

Give us an example of a situation where.../tell us about a time when...

- Your communication skills made a difference to a situation
- You had to resolve a conflict with a colleague
- You dealt with a difficult client
- You played a key role in a team
- You showed strong leadership
- You took initiative
- You set and achieved a goal
- You improved the way things were typically done on the job
- You improved the performance of your work unit
- You have maximised or improved the use of resources beyond your own work unit to achieve improved results