



Talent for technology

Competency Based Questions

[2017]

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Take my word for it...

Most interviewers these days will conduct a competency-based interview. It sounds scarier than it is – you will simply be asked to provide examples to prove you can do the things you described on your CV. You will be expected to give clear, concise and relevant responses that indicate experience, skill, knowledge and confidence. This isn't a way of catching you out or testing you, it's just to make sure you and the company are on the same page and you're suitable for the role.

Call for back up

When you're preparing for the interview, spend time rereading your CV and jot down some examples that correspond with the skills described. Think of the practical process you went through and how you brought it to a successful conclusion. For example, if you mentioned an aptitude for selling, try to recall the most successful deal you closed. At the same time write down examples of challenges you have previously faced and how you overcame them.

Search history

It's important that you look beyond your current or most recent job for examples. Even if the role you talk about was in a completely different industry you can describe how these skills are transferrable and how they helped you progress in your career so far.

Don't wait to be asked

Always give an example to back up your skills even if you're not asked for one. Take control of the questions you're asked by demonstrating experience, understanding and passion for the work you do. You won't be seen as self-obsessed! Anyone who enjoys and is excited by their job will automatically link it with their own lives whenever possible.

Good form

If you're worried about how to bring complete and relevant examples into the conversation, remember the acronym 'STAR'. 'STAR' stands for Situation, Task, Action and Result and is a great technique that will add structure to every single one of your responses. Consider the situation you were in, describe the task you had to deal with, talk about the action you took and then what result you got from it.

Any questions?

If you need more information about preparing for a job interview or would like to know about the latest vacancies we have at Lorien, contact our consultants today on info@lorien.co.uk