**Competency Based Interview Questions**

In a competency based interview you will be asked questions that are designed to find out how you have gained specific skills and experience through previous work or activities such as sports or music, which show how you approach problems, tasks and challenges.

With all these questions they are looking for specific examples. It is not enough to say, ‘I work as part of a team at school all the time’. Instead, something along the lines of ‘I worked as part of a team completing a project at school where we had to build a tower from straws. Our team worked really well together because everyone got involved. I was the one who suggested the design that we ended up going with and we won the task by building the highest tower.’ Being vague will not give the interviewer enough information to make a judgement about your true ability for the job. Don’t leave them in any doubt!

1. **Can you give me an example of where you have worked well as part of a team?**

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1. **Can you give me an example of working under pressure?**

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1. **Can you give me an example of where you’ve been proactive?**

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1. **Can you give me an example of where you’ve had to work with someone you didn’t get on with? What was the situation and how did you handle it?**

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1. **Do you have any questions?**

* This is where preparation plays a key role.
* On the same notepad ensure you write down a couple of questions.
* You can find some questions to ask at interviews on the internet. Here are some examples:
* If successful, what would I be doing on my first week?
* What are the opportunities for progression with your organisation?
* What will my work / college schedule look like?
* Why do you enjoy working here?
* How many Apprentices work here now?
* When might I receive feedback on this interview?
* Questions **not to be asked** include:
* What will I get paid?
* What will my working hours be?
* How many holidays will I get?

It might be that the interviewer brings up information relating to working hours and salary etc. In which case you can ask questions relating to it.

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