

Competency based Interview Questions

Competency based interview questions are becoming an increasingly popular approach employed by leading Irish organisations as part of the interview process today. This style delves deeper than traditional interviewing to set candidates apart and aims not only to provide structure but more specifically to gain evidence of past behaviour against specific job related criteria. Ultimately the interviewer wants to find out how you reacted to a situation in the past which will predict how you will react to a similar situation in the future. The key thing to remember is that your answers should always be supported by examples of real situation which demonstrates your competence to the interviewer.

Typical questions fall into two categories Core competencies and Role Specific competencies.

Core Competencies

Flexibility

- Give us an example of a time when you had to adapt to an important change?
- Tell me about a time when you changed your priorities to meet others' expectations?

Time Management

- Tell me about you usually cope with a large volume of work?
- Describe the last time you failed to meet a deadline?

Problem Solving/Analysis

- Tell me about a situation where you had to solve a problem or make a decision that required careful thought. What did you do?
- Describe the most difficult problem you faced at work in the last six months?

Initiative

- What improvement ideas have you put forward at work in the last year?
- Tell me about a time when you went beyond what was expected of you at work?

Team Work

- Describe a time where you worked as part of a team successfully?
- Tell me about a time when you encountered conflict as part of a team. What did you do?

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Role Specific Competencies

Client Management

- Tell me about the most difficult client you have had to deal with?
- Describe a situation where you acted as an advocate within your organisation for your clients needs where there was organisational resistance to overcome?

Self Management

- Describe a high pressure situation and how did you manage it?
- When you have managed a project can you take me through how you have approached it?

Impact and Influence

- Describe a time where you had to convince an individual or group to do something?
- When have you had to against general feelings or policies to accomplish a goal? Tell me about it.

Developing People

- Describe a time when you improved the motivation and performance levels of an individual or team?
- When have you had the occasion to work with others on their development?

Strategic Thinking and Vision

- Tell me about a time you have taken a long term view?
- How do you think the role you are applying for today will influence the long term success of the organisation?