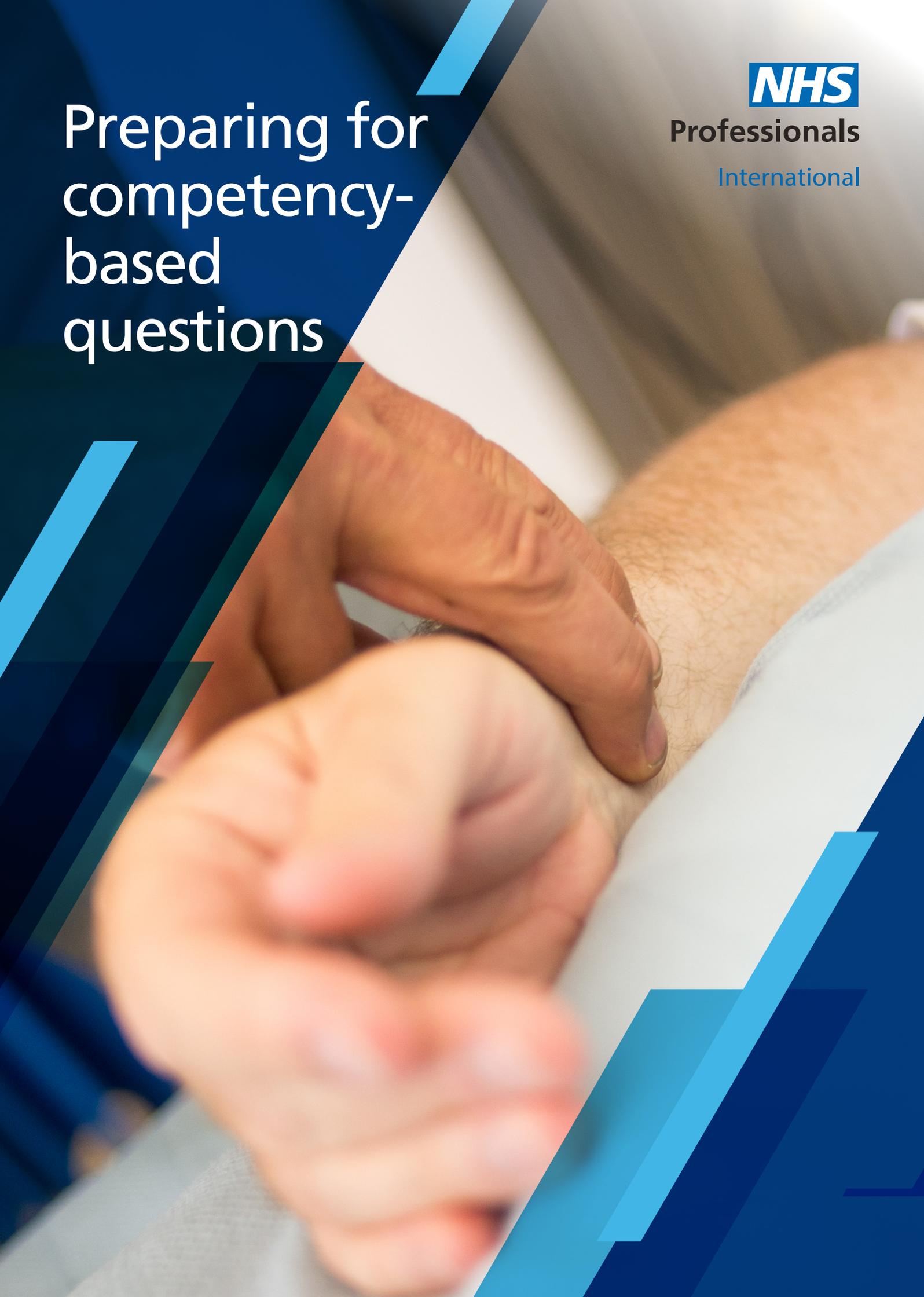




Professionals

International

# Preparing for competency- based questions



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Each Trust will have their own interview style; however, most Trusts will assess your suitability through a competency-based interview. With this interview style, the Trust will ask questions to assess how you have used specific skills in your previous experience and how you approach tasks, problems, and challenges.

To assess your skills and ability, you may be asked several scenario-based questions. To answer effectively, we recommend using the **STAR** method.

## What does this mean?

When asked a question, take your time to listen to the question and make sure you understand what you are being asked. Allow the interviewer time to finish asking the question before you reply. By being attentive and listening you will give yourself some time to think of an event to demonstrate your experience.

### **S - Situation**

Describe the event of situation for the example you would like to give.

### **T - Task**

Explain the task you had to be complete.

### **A - Action**

Describe the specific action you took to complete the task. Remember the interview panel are asking about what you did as an individual, not your team. Please ensure that you are speaking in the first person (use 'I' and not 'we'), stating what you did and not as a team.

### **R - Results**

Close with the results of your efforts. Describe what the outcome was and any learning from this scenario. Your learnings can be both positive and negative.

## After the interview

Following your interview, your NHS Professionals International contact will gain feedback from the interview panel. You will be notified of the outcome and feedback 24-48 hours after the interview is complete.