**COMPETENCY BASED INTERVIEW QUESTIONS**

**Competency interview questions ask candidates to reference examples of situations that evidences their ability to do the job they have applied for. Below are a few examples. Answers should be structured with a STAR technique.**

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|  | SITUATION Describe the situation, context and background | TASK Describe what was required of you | ACTION Describe what you did, how you did it and tools you used | RESULT Describe what was required of you |
| Give and example of a time you’ve overcome a problem |  |  |  |  |
| Describe a time you’ve had to make a difficult decision |  |  |  |  |
| Tell me about a time that you have developed a good relationship |  |  |  |  |
| Give an example of when you take on a leadership role |  |  |  |  |
| Describe a time you have had to adapt your approach to a task |  |  |  |  |
| Describe a time you have played an important time as a team member |  |  |  |  |
| Provide an example of a time that you have had to take a risk |  |  |  |  |