

Activity 1 Competency-based interview quiz

1. What is a competency?

- a. A sum of money you claim after an accident
- b. A type of headache
- c. A skill or quality that allows you to do a job well
- d. An inclination towards something

2. What are employers looking for when they use competency-based interviews?

- a. Proof that a job applicant has the skills and qualities the job needs
- b. Evidence that the applicant is fit and healthy
- c. Examples of the past jobs an applicant has had
- d. Signs of stress

3. Which of the following is a competency-based 'question'?

- a. What are your main strengths?
- b. Describe a time when you've had to find a quick solution to a problem
- c. Why have you applied for this job?
- d. What do you know about our organisation?

4. Which of the following skills is a typical job-related competency?

- a. Face painting
- b. Phoning a friend for support
- c. Working well in a team
- d. Keeping things hidden from your manager

5. What is a competency framework?

- a. A demonstration of practical skills
- b. A statement of working terms and conditions
- c. A way of rating applicants' interview performance
- d. A guide for employees setting out what skills they need, and how they should approach their job

6. Which of these examples of past experience would not impress at interview?

- a. I developed a new way of recording customer feedback
- b. I organised a charity raffle to raise money for the school
- c. I worked on a joint science project at school but did a lot of work myself as I had better knowledge
- d. I had to complete an art project in time for a college art exhibition

7. What does STARR stand for?

- a. Situation, Task, Action, Result, Reflection
- b. Stop, Think, Analyse, Reflect, Relax
- c. Story, Theme, Action, Reaction, Response
- d. Stand, Threaten, Argue, Roar, Rage

8. Which part of the STARR response should you focus on most?

- a. Situation
- b. Task
- c. Action
- d. Result and Reflection

9. Which of these organisations is most likely to use competency-based interviews?

- a. A dental surgery
- b. A local authority
- c. A meat processing plant
- d. A local garage

10. Which of these examples asks you about a hypothetical situation?

- a. How do you deal with stress?
- b. Imagine that you have had a disagreement with a co-worker and it's affecting the atmosphere at work. How would you deal with the situation?
- c. Give an example of a time when you have had to work with someone else to complete a task.
- d. Tell us about a time when you failed to complete a project on time, despite your best attempts. How did you deal with the situation?

Once you have completed this activity and saved it to your device, remember to upload it to your [Planit portfolio](#) in the JSS Evidence section.

Competency-based Interviews Quiz

Correct responses

1. c
2. a
3. b
4. c
5. d
6. c
7. a
8. c
9. b
10. b