

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?

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