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Accountability competency answers

Competence-based questions are interview questions that require candidates to provide real-life examples as the basis of their answers. Candidates need to explain why they made certain decisions, how they implemented those decisions and why certain results had taken place. Why are competency issues used in interviews? Recruiters believe that the best way to assess a candidate's potential future results is to question candidates about their past work. However, graduate candidates usually have no experience in the industry to which they apply. Consequently, interviewers cannot discuss previous posts. Instead, interviewers use questions about competence to show candidates how they have performed in different situations in the past, revealing individual personality traits. This is a great help for interviewers interested in finding out who exactly is the candidate and how they can act if they work. The format of the question may vary. Sometimes the interviewer will look to gather non-specific information rather than assess any particular competence or skill. Typically, interviewers will isolate key competencies that they believe the right staff should have and adapt questions to focus on those skills. When considering how to answer questions about competence, candidates should not speak in general terms, be too general or use their imagination to answer interviewers. Instead, candidates should use specific situations from their lives as examples. What competencies are recruiters looking for? These are the 10 key competencies on which interviewers often focus: Communication. Regardless of position or industry, the way we interact with other people is crucial and you should be able to build and maintain excellent relationships with customers and colleagues. Example question: Tell us about the time when you had to adjust your approach to communication according to a specific audience. Decision solutions. Good decision-making can help you solve problems, develop solutions, and improve efficiency. Example: Give an example of the time when you had to make a difficult decision. Valuable for many reasons - for example, to show that you can coordinate, motivate and lead a successful team. Example: Describe the situation when you took on the role of leader. Were there any problems and how did you solve them? Targeting results. Focusing on results is a skill that will help you succeed in your career. It can be anything from improving the system or process to hitting goals. Sample question: Give me an example of a time when you think you were successful. Businesses do not work properly without good teamwork. Joint can achieve results, improve productivity, and improve productivity. Example: Describe the situation you worked in as a team. How did you contribute? Reliability. Good employees can be trusted to get things done. It's done. question: Could you report a colleague who you knew was taking money from a company illegally? Responsibility. Employees who take responsibility and are proud of their work are highly valued. Example: Describe a situation where you are responsible for the task. A skill that illustrates the intelligence, professionalism and commitment of the firm. Example question: Describe a situation where you had to use commercial awareness. Being open to enhancing your skills will always help you succeed at work. Example: Describe the period when you have effectively improved your skills. Increasingly important, technical (and especially digital) skills are highly valued because so many businesses use them for growth. Example question: Describe a situation where you used technical skills in your work.--- Computery fits? Want to increase your chances of success by 97%? Click here for instant access to InterviewGold, an easy online training system for competency interviews. Start today for just 59.95 euros; 100% guaranteed.--- As to prepare for competency issuesPreparation for any type of interview will help increase your chances of success, but with the competence of the interview it is especially important. You should be able to remember scenarios that demonstrate your key competencies when asked to do so by an interviewer. To adequately prepare, you should: Explore the skills and competencies that you will be asked about. For example, if a person's specification states that you need good communication skills when dealing with clients, the role is likely to include handling complaints - so you'll need to highlight skills such as empathy, and understanding, being assertive. Also, if you apply to a consultation, they may look for evidence of communication of complex issues in an easy way (without so much empathy). Do some personal brainstorming to help identify a number of examples relevant to the role. Write down these examples and then select the ones that may be most closely related to specific competencies. Think carefully about the examples that best demonstrate your skills and attitude, and which are likely to impress the panel. Prepare your answers based on solid examples from your work, volunteering or academic research. The most common competencies that are set include problem solving, teamwork and being the result. Identify examples from your past experience that show that you have these skills. You don't need to find hyper-complex examples. In particular, the outcome of this story should not be extraordinary; The most important thing is that that you played in achieving the result was significant. Learn to tell with STAR STAR This means setting up the scene, explaining how you handled the situation, focusing on your role and detailing the result/result. How to answer questions about competenceInterviewers using behavioral-based interview methods such as competency questions are likely to check additional details during your responses. Always make sure that you provide concise, very specific answers that are well explained, thoughtful and detailed. Issues may relate to past failures as well as past achievements. You have to adequately explain why you didn't complete the tasks; when such questions are raised, do not avoid mentioning past failures in general, but demonstrate what you have learned from them. If you find yourself trying to think about any previous experiences that are relevant to the question, give a hypothetical answer and describe what you would do if a similar situation would occur in the future. Classic question: Tell me about the time when you failed to complete a task or project on time, despite the intention of doing so. Your interviewer will want to know how you manage your time during difficult tasks and why you couldn't complete your deadline on this. An effective answer will provide a positive justification for the past failure, as in the case of the following example: During my last year at the university, I was unable to deliver my thesis by the deadline. This was because I was actively involved in cutting-edge research until the end of my course and was waiting for the inevitable results of surveys conducted by researchers in other academic institutions. Given that this was my last piece of scientific work, I wanted to make sure that it was based on the most accurate and recent sources of information, even if it meant a delay in production. To make sure that the scores were not deducted from my dissertation, I contacted my course director and personal tutor two weeks before my dissertation was to take place to discuss my situation. I argued my case, and therefore was allowed an additional two weeks to produce my work. Although my work has been postponed, I believe that this delay was justified by the fact that the work was of the highest quality it can be. Moreover, I organized myself so that all relevant people were aware of the possible delay in the production of my thesis. Weak answers are based on negative justifications: During my final year at university, I failed to deliver my thesis on time. This happened because I was sick for a few weeks during my last term. Aim for positive excuses, not negative ones. Tips for answering questions based on competence to give clear, effective and varied answers, consider the following pointers: When answering questions about competence, you can give examples from work, study or personal but make sure you give a wide range of examples and a different example to answer each question. Don't enter too many background details when responding to competence Your interviewer only wants to know about your past behavior. More information is redundant. Make sure your answers and the examples you use are most relevant to the questions you ask, not the most impressive or complex. Carefully evaluate the specification of the person. One of the most important elements in the competency interview is the assessment of suitability in terms of core competencies. Take the time to read and understand the specifications, highlighting the skills, experience and knowledge that are important. Check out the company's website. Understand what the company does and what attributes current employees may have. Appreciate the intelligence of the industry. Find out everything you can about the industry the company exists in and the types of people in the industry who are influential. STAR technique. Think: Situation, task, actions, result. This will help you tell the story in a clear and concise manner, showing evidence to support your answers. See below for more information. Don't give out answers! Your interviewer will find it very easy spot.---Vant be confident of success in the next interview? Click here to learn more about InterviewGold, an easy online interview learning system. You get real questions by winning answers and expert advice - all specific to your target work, for just GBP 59.95 ---Technology to answer competency questionsIn the following methods will stand you in good condition during the interview. STARThis technique is also sometimes called SOAR, where the task is replaced by Objective.Situation: Describe the situation. Challenge: Describe what the task required of you. Action: Tell the interviewer what you've taken. Result: End by describing the result of this action. Be confident in your actions throughout your response and don't make an example of how you don't come across as believable. If you can't think of good examples instantly, ask the interviewer for a minute or two to think about the question and then give your answer. Read our full article on how best to use the STAR technique. CAR TechniqueOne's way of dealing with this type of issue is to use the CAR approach. CAR means context, action, result. This will help you structure your response as a mini essay. Context is your introduction, where you describe the scenario you're facing, the date, and the place. Action forms the main organ and should be the longest part of your response. The result is a conclusion and, as an introduction, should be quite short. Context: Describe the situation and the task you are facing. When, where, with whom? Action: How? What did you do? Sometimes people focus on what the group has done without mentioning their individual contribution. Result: What results have you achieved /conclusions you have reached/what have you learned from the experience? Four Examples of Competence MattersTe four questions are all the ones you can expect to meet in interview.1. Describe a situation where you had to complete a piece of the piece at a high level, while in accordance with a strict deadline. Structured answer: Situation: As part of the final project for my degree, I completed a quantitative research project to examine whether customer loyalty has increased or decreased with businesses that use social media, as opposed to those who don't. I worked with a creative agency that sponsored my project to allow me to gather the information I needed. Challenge: To provide useful information for the agency, I need to conduct a thorough study and draft report within three months. Action: To ensure the project was delivered on time, I had to become fully familiar with the quantitative methods of research. So I've studied this extensively, which has improved the way data is collected for the project. I was also able to complete this project by fulfilling my other voluntary commitments and assignments for other courses. Result: Although the workload was considerable and I was under a lot of pressure, I reached the passage of 80% for my final project and my work was published in a respected journal. The agency that sponsored the study also published the results of its project, and I got an internship with them over the summer. 2. Provide an example of when you used effective time management and achieved success. Structured answer: Working in an internship program with a team of four other interns, two of them decided not to continue the internship. Challenge: As a group we were asked to help with a major client project by helping to formulate a digital strategy before the end of our first month of internship. Action: Although the company was going to reduce the workload that was allocated to the group, I spoke with the manager and the rest of the intern and we agreed to take over everything that was originally agreed for the four of us. I looked at the work schedule, highlighted new responsibilities and worked two hours longer each day unpaid. Result: We have been able to make a significant contribution to the client's strategy and meet all our obligations in accordance with the agreement. I was praised for taking on additional responsibilities effectively and professionally. Structured response: Working as an intern at a digital agency, data analysis showed that traffic fell by 15% in 12 weeks. The analysis also showed that many customers refuse to trash the shopping before the purchase is completed, and the bounce rate on the boarding page is increasing. Challenge: I was asked to do some research to find out the possible results of this drop in traffic and the rising bounce rate, as well as provide guidance to address the problem. Action: Using a variety of tools such as Ahrefs and Google Analytics, I analyzed the performance of competitors and the effectiveness of our content strategy. Result: Using these programs, I have identified that a group of owners and the website stopped referring to our content. Content. The problem has been identified, I have worked closely with SEO and marketing teams to win many of these links back, which have helped restore traffic and participation to previous levels. 4. Describe a situation that requires the use of your creativity. Structured response: In the hr business where I was interned, the client experienced a high turnover of staff for no obvious reason. Challenge: I was asked by the manager to do some data analysis to determine any trends or patterns that would identify probable causes. Action: I decided to develop an anonymous staff questionnaire that all employees could complete online. Result: A significant proportion of the staff completed the questionnaire. The key conclusion was that many felt that their training and development was not taken seriously. In addition, staff found it difficult to talk to management about the changes. These proposals were passed on to the management team, which has made improvements in training and development, established more effective channels of communication and launched an open-door policy. Turnover in the next six months showed a marked decline. Next ReadingYou might also want to check out these articles on WikiJob: What is a competence-based interview? What is competence? Key CompetenciesWhat is a psychometric test? General interview tipsWhat are your strengths? What are your weaknesses? Answering the question of the interview: what motivates you? 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