

COMPETENCY BASED INTERVIEW GUIDANCE

We've put together this infographic of a definitive guide on how to use the STAR technique in answering interview techniques.

The **'STAR-R' technique** is an answer structure used to answer competency-based questions in an interview, it is highly useful when structuring your answers, it is important to demonstrate:

Situation (reflecting and describing the situation which you were in) – 10%

Task (describe what your objectives were) – 20%

Action (what you did, your thought process and what resources you used to meet your objectives) – 30%

Result & Reflection (what did you achieve, where have you added most value / deliver and the impact on the business) – 40%

Reflection

- What makes you proud of the result?
- What new skills have you developed from your scenario/project?
- How would you say this experience has impacted your career/role?
- If you had to do the same task again, what would you do different?

TIPS

Review the job description in detail and reflect on your personal experiences.

Align relevant scenarios that you can demonstrate in the interview that may come up, and always illustrate where you have added and driven the most value and impact.

Common competency-based interview themes:

- Process improvement
- Formulation of new ideas and influential capability
- Developing a new skill
- Problem solving
- Team collaboration
- Stakeholder engagement
- Objective setting, time management and prioritising tasks