



Shining like the Super STAR you are

A lot of interviews these days are competence based. This simply means they are looking for evidence of you past performance as evidence that you can actually do what they want you to do in the role you are applying to.

Boost your performance and frame your answers around this model to provide specific evidence of the skills you say you have. It's super important to talk about yourself and not how you operated in a team for this style which can be challenging for natural team workers. 'I' before 'We' for this one I'm afraid!!

Select a skill this is needed in the job role you want to have and use the following format to describe a time when you used it.



Situation

- Describe the situation, the context.
- Where? When?
- What was your role?



Task

- What had to be done?
- Constraints – what did you have to work
- Complexity



Action

- How did you do it?
- What did you personally do?
- What skills did you use?



Result

- What was the result?
- Quantify – savings, recognition etc.
- How did it benefit you, other people and your work?