Group and individual tasks

# Chapter 17: Selection interviews

## For you to do: Mock interview questions (10 minutes)

Imagine you are going to have an interview in two days’ time, and the following questions might be asked in relation to the qualities being sought. The STA and R letters below refer to the STAR framework that should be applied when answering interview questions.

1) How might you go about answering them? What examples would/could you give?

2) Role play the questions and answers with a friend. How well did you answer the questions? How convincing were your answers?

(Instructions to your friend: Listen carefully to the answers. You need to be sure that you understand the extent to which your friend’s possesses relevant capabilities – identified in the italics below the question. Feel free to ask any follow up questions so that you have sufficient details and evidence of their skills.)

**Questions:**

|  |
| --- |
| **Why did you choose to study this degree programme and what are your career aspirations?**  |
| *(Self-awareness, career planning)* |
| *S:* |
| *T:* |
| *A:* |
| *R:* |
|  |
| **Give me an example of when you have used your communication skills to convince someone/a group of your argument?**  |
| *(Confident communication, negotiation, explaining info, taking responsibility)*  |
| *S:* |
| *T:* |
| *A:* |
| *R:* |
|  |
| **Working in teams is vital to success in business. Tell me about a time when you worked in a team, what was your contribution and what did you achieve?** |
| *(Communicating, supporting, sharing, negotiation, leadership, organisation, confidence)*  |
| *S:* |
| *T:* |
| *A:* |
| *R:* |
|  |
| **Describe an occasion when you encountered a blockage or barrier to something you were trying to achieve? Describe how you identified the problem and plans you made to overcome it?** |
| *(Problem solving, analytical skills, confidence, communication)*  |
| *S:* |
| *T:* |
| *A:* |
| *R:* |
|  |
| **We’re interviewing several excellent candidates today, why should we appoint you?** |
| *(Self-awareness, confidence, communication skills)* |
| *S:* |
| *T:* |
| *A:* |
| *R:* |