

## Preparing for the Competency-Based Behavioural Interview

### Overview and Tips

BC Assessment uses competency-based, behavioural interviews to assess all candidates for employment.

Competencies are the characteristics and behaviours that people need to demonstrate in performing the duties of a job. Behavioural interviews focus on past performance as a predictor of future performance. Research has shown that competency-based, behavioural interviews achieve a higher level of accuracy than traditional interviews.

In a competency-based behavioural interview, candidates are asked to provide detailed accounts of what they have done, said, thought and felt in situations similar to what they will experience at BC Assessment. The panel members will ask you to clarify or elaborate where they need more information. You are welcome to bring brief notes to refer to during the interview.

During the interview think “**STAR!**” We want to hear about what you did so think ‘**I**’ not ‘we’. Describe the **Situation** or the **Task**, the **Actions** you took and the **Results**.

To provide the fullest possible responses, be prepared to cover the following points when describing your experiences.

- Give us a brief summary or overview of the situation. What led up to the situation?
- Who was involved? What was your role? What were your key actions in the situation?
- What did you actually do? Say? Think? Feel?
- What was the outcome? What did you learn? What might you do differently next time?

The most relevant experiences are those that are recent (i.e. within the last 2-3 years). It’s possible that your best example is one that might apply to more than one competency, although we suggest you provide a variety of examples.

**We look forward to meeting you!**