

Why use competency based interviews?

Competency-based interviews are a popular and effective approach to assessing candidates' suitability for a job. They provide a structured and systematic approach to assessing candidates, allowing you to make more informed hiring decisions based on a candidate's past behaviors and demonstrated competencies.

Focus on relevant skills: Competency-based interviews help evaluate a candidate's abilities and skills that are directly applicable to the job. By asking questions based on specific competencies, you can assess whether the candidate possesses the required knowledge and experience for the role.

"Tell me about a time when you had to utilise your leadership skills to resolve a challenging team situation. What actions did you take, and what was the outcome?"

Behavioral-based assessment: These interviews are structured around past behavioral patterns and experiences, giving you valuable insights into how the candidate is likely to perform in similar situations in the future. This approach helps identify their strengths, weaknesses, problem-solving abilities, and overall fit within the organisation.

"Tell me about a time when you had to work under pressure to meet a tight deadline. How did you prioritise your tasks and handle the situation?"

Objectivity and fairness: Competency-based interviews provide a standardised framework to assess candidates, reducing bias and subjectivity in the hiring process. By asking consistent questions and evaluating responses against predefined competencies, you can make fairer and more objective comparisons between candidates.

Predictive of future performance: Research suggests that past behavior is a strong indicator of future performance. Competency-based interviews allow you to understand a candidate's track record, achievements, and actions taken in various contexts, helping you gauge how they might perform in similar situations within your business.

Comprehensive evaluation: Competency-based interviews often cover a wide range of skills and abilities, including technical, interpersonal, and problem-solving skills. This comprehensive evaluation enables you to make a more informed decision about whether a candidate has the right qualifications, experiences, and behavioral attributes to succeed in the role.

For more information on competency based interviewing call
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