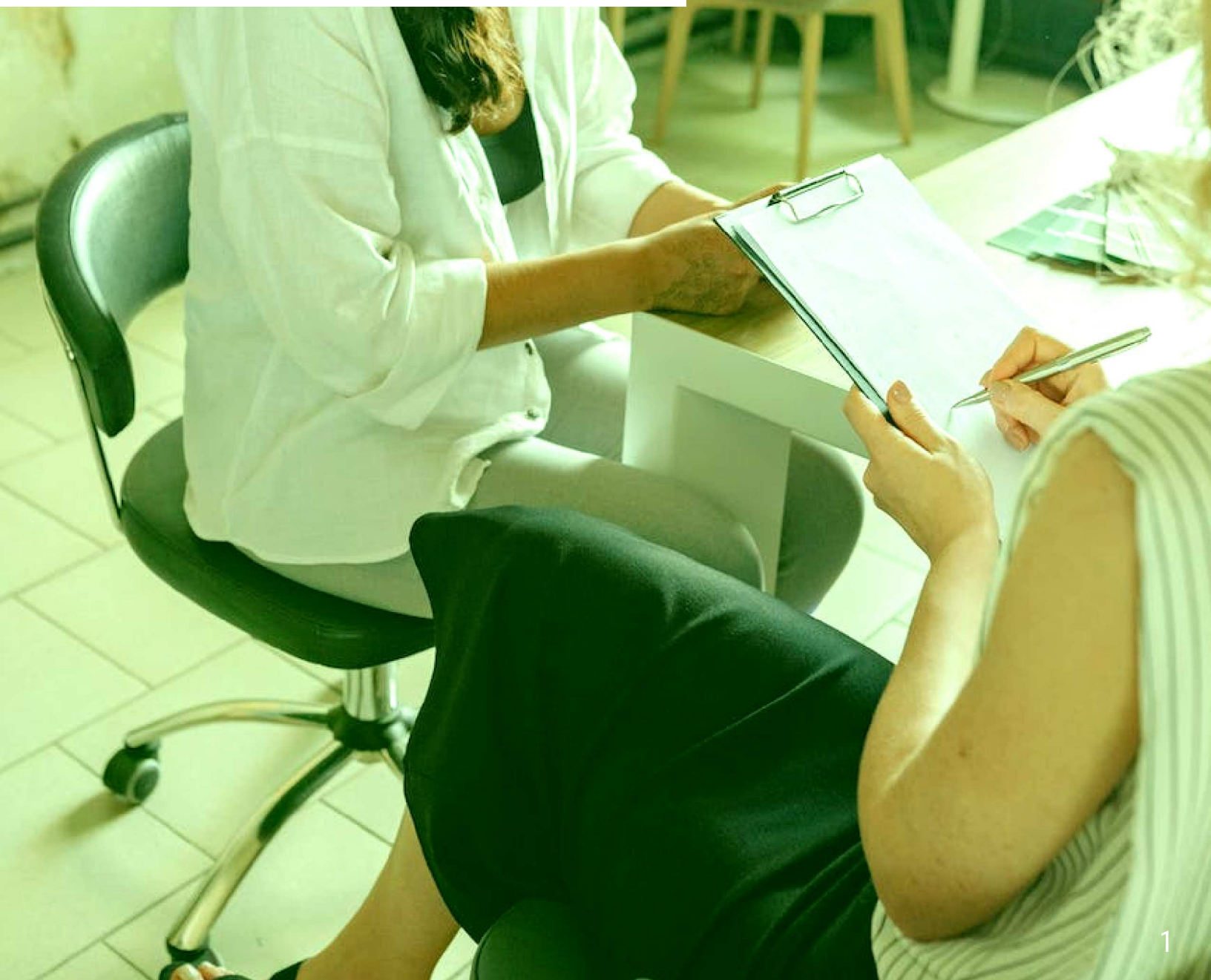


# Preparing for an **Interview**

A guide to interview styles and  
questioning



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Do you have any questions for us?





# Competency Based Interviewing

This is the most common questioning style used by recruitment professionals who work with a structured, often score-based approach to selection.

Ultimately they are used to get **real examples** from your past and to see if you have the **character** and **skills** to do the job you are applying for.

**Below are examples of some of the types of questions you may come across. It's worth giving some thought to how you would answer them.**

Why are you a good fit for this company?

Can you tell me about a recent situation where you took the initiative and made something happen?

Tell me about a time you have disagreed with a senior member of staff.

Give me an example of something you've tried in your job that didn't work. How did you learn from it?

What was the last big decision you had to make?



## The Traditional Questions:

These are the common interview questions of all. They will generally pop up in most interviews and are well worth being prepared for.

**Tell me about yourself.**

**What is your greatest strength and weakness?**

**Where do you see yourself in 5 years time?**

**Why are you applying?**

**What did you like/dislike about your last job?**

## About You Questions:

These questions are to learn about your character. They tend to be delivered early in the interview to put you at ease and tell the interviewer the things that your CV does not. This is your chance to connect and create a good rapport. They are of course fully loaded to discover your core values.

**How was your journey here?**

**How do you maintain a good work/life balance?**

**Tell me about your hobbies and interests**

**Who do you admire and why?**

**Why should I choose you over other candidates?**



## Questions to avoid at interview:

You have given a great interview. There are a few questions that are inappropriate to ask at the interview stage. They risk painting you in a bad light and the interviewer may perceive your motivations for the role incorrectly.

**What's the salary?**

**How much time off do I get?**

**Do you pay sick pay?**

**Is there an opportunity to do this role part-time or are you flexible on working hours?**

**Is pre booked holiday honoured?**

**These questions are important and relevant but can be asked before or after the interview.**

The interview is your showcase moment!

If you are interviewing via a recruitment agency your consultant will handle the more “uncomfortable” questions for you and often will know the answers already.

# The Frankly Ridiculous Questions!



**These questions are designed to throw you.**

There are usually no right or wrong answers but they can lighten the mood and create laughter in a strained situation.

**We are not a fan of this outdated approach!**

If you were an animal what would you be and why?

What would your current boss say about you?

Every CV has a lie on it somewhere. What's yours?

What was the last website you looked at?

Sell me this pen.

# Do you have any questions for us?"



Everything you say at an interview is being heard and taken into account.

Whilst you think you know everything there is to know about the company and the role, it is important you take this chance to show your enthusiasm and interest.

## **Here are a few examples.**

What does a typical day look like?

Why do you like working here?

Do you have any concerns about my suitability for the role?

What are the biggest challenges within this role?

Can you tell me about the team I would be working in?



## Need more help?

Frankly Recruitment offers interview coaching, advice, and feedback.

If you feel you would benefit from this, please let your consultant know.

**Our job is to support you all the way to your perfect role!**

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