

Hard and Job-related skills, experience, and knowledge

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Explore the candidate's relevant hard and job-related skills and knowledge, along with any other related experience the candidate possesses

Areas to assess: Budgeting, Supervisory experience, how the candidate handles workplace challenges.

Question - Can you tell me about a time where you exhibited strong supervisory skills in your role?

Notes:

This was a really strong answer that was appropriately structured using the S.T.A.R response.

Candidate gave a really clear outline of the situation, then followed this through with a concise overview of their duties. The task they described fit well into the question, and the actions they described to highlight their supervisory skills related well to the situation itself - candidate highlighted teambuilding, punctuality, and hard work in particular. They also finished with a very positive end result that outlined the impact their actions had based on the initial task they outlined.