

Hire STEM Women

Competency Vs Strength Based Interviews



Hire STEM Women
Bridging the gender & diversity gap

Competency vs Strength based interviews

Strengths-based interview questions help an employer understand how you respond to certain situations whilst competency-based questions explore how you have used certain skills in your experience.

Employers would test you on a variety of areas before hiring you, all these competencies are explored during your first-round interview to assessment centre stage, below are a few examples:

- Organisation
- Communication
- Leadership
- Teamwork
- Strengths/ Weaknesses
- Career motivation
- Decision making
- Problem solving
- Responsibility
- If you are interviewing for a technical role, they may question you on some technical skills

Examples of strength-based questions:

- What do you think you are good at?
- What comes easily to you?
- What do you like to do in your spare time?
- How would your close friends describe you?
- Do you most like starting tasks or finishing them?

Make sure your answers are structured. Our top tip is to use the STAR method (Situation, Task, Action & Result).

Hire STEM Women can coach you on your interviews but you must notify us!

Ace your assessment centre day - top tips!

Assessment centres are used to help employers explore how you will do at certain tasks if you were successful in your role.

Assessment centres can include:

- Competency and Strength based interviews
- Partner interviews
- Technical interviews
- Panel interview
- Psychometric tests including numerical, verbal and diagrammatic reasoning tests
- Any technical tests if you are applying for a technical role
- Case studies

- Presentations
- E-tray exercise
- In-tray exercises
- Written exercises

Our top tips for you to ace these:

- Remain professional always
- Wear smart business wear
- Arrive on time!
- Make sure your phone is on silent or switched off so you are not interrupted
- There would be lunch breaks or coffee breaks and you will have a chance to impress so make sure you are commercially aware!
- Please note not all companies reimburse travel expenses at assessment centres or during first round interviews so it is best you check this with the company in question

Again, we can coach you for assessment centres with partner firms so do get in touch with us if you reach this stage!