

Our competency framework

L eadership & decision-making

- Ability to decide and initiate actions
- Leadership and supervisory skills

C o-operation & support

- People skills
- Working to principles and values

I nteraction & presentation

- Empathy and networking
- Ability to persuade and influence
- Presentation and communication skills

A nalysis & interpretation

- Ability to gather, analyse and report information
- Applying expertise and using technology

A daptation & working under pressure

- Ability to respond and adapt to change
- Coping with pressure and failure

E ntrepreneurial & performance

- Commercial and entrepreneurial thinking
- Achieving personal targets

C reation & innovation

- Ability to learn and research new ideas
- Creative and innovative thinking
- Establishing new strategies and concepts

O rganisation & execution

- Ability to plan and organise
- Following instructions and procedures
- Delivering and exceeding consumer expectation

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tracing talent that fits

competency-based interview

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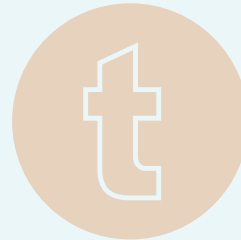
a structured series of questions aimed at eliciting behavioral information against specific job-related competencies or criteria.

the benefits

Easier to evaluate the information gathered in the interview on a rating scale against given competence.

Allows candidates to present relevant evidence of their suitability from any sphere – not only from work-related experience.

Insight into an individual's preferred style of working helps predict behaviours in future situations.



Questions are based on an objective analysis of the job, and can be tailored to relate directly to the skills required for the role.

By using the same competency, evaluation of the interview assessment can be easily integrated with other sources, e.g. tests or questionnaires.