

INSTRUMENT NUMBER 21

In a competency-based interview, the adult will be asked to describe situations he/she has faced in the workplace.

By using the STAR method, the participant can be prepared to answer competency-based questions:

- a) the Situation he/she is facing
- b) the Task he/she is facing
- c) the Actions he/she has taken
- d) Results or Changes resulting from actions

Managerial skills refer to your ability to lead a team, to show leadership and responsibility. They also concern the strategic approach, the ability to embrace entrepreneurship and project management.

Here is an example of a typical question: how did you proceed to enable the team you were leading to achieve its objective?