

## INSTRUMENT NUMBER 27

During interviews, competencies are the sets of behaviors that facilitate the performance of work tasks. Asking questions based on the competences regarding technical skills allows the panel to assess whether the technical skills and qualifications cited in the application have been applied by the adult in the past.

This assessment takes place when the adult provides concrete evidence of the knowledge, he/she has acquired during past experiences.

It should be noted that technical skills vary from one position to another.

So, technical competency-based questions assess the depth and breadth of adult knowledge, skills or abilities in a specific field.

1. Asking questions about specific experiences: creation of an artistic activity, creation or invention of devices, various activities...
2. Using the self-assessment grid developed by the University Grenoble-Alpes (see below) during an interview for assessing creative skills:

<b>3 levels are proposed</b>	 <b>I can't</b>	 <b>I can more or less</b>	 <b>I feel comfortable</b>
------------------------------	--	---	---

Skills Evaluated			
<b>Be curious</b> (asks questions continuously and look outside the box)			
<b>Be able to generate new ideas</b> and new associations of ideas			
<b>Be flexible</b> (know how to make a project evolve and challenge parties, do not become too rigid on a solution, learn from your mistakes)			
<b>Dare unusual experiences</b> with enthusiasm			
<b>Be persistent</b> (not to be distracted, not to give up at the slightest difficulty, to carry out the project to its end, in all its stages, whatever the changes in directions and their interests)			
<b>Be tolerant to ambiguity</b> (agree to follow a process whose outcome is unknown, be active and positive in the development of a project of which you know nothing in advance.			
<b>Be empathetic</b> (listen to others, let him/her express emotions before you answer)			
<b>Have an open mind</b> (listen and accept others' ideas, do not judge)			

<b>Express your opinions</b> (dare to say and share your ideas, do not censor yourself, express yourself in the group)			
<b>Integrate and participate in the group</b> (co-creation, collaborative work)			
<b>Know how to problematize</b> (know how to translate a request into a problematized deficiency)			
<b>Ability to communicate and convince</b> (ability to present a project in a concise, perceptive and original way)			
<b>Be able to use the multi-person creativeness process</b> (ability to do or initiate a multi-person creative process)			

For each competence, each candidate must mark, with an X, if he/she is: not able to do it, can do it more or less, or feels comfortable with the topic.

1. Being curious
2. Being able to generate new ideas
3. Being flexible
4. Daring to experiment
5. Being persistent
6. Being tolerant to ambiguity
7. Being empathic
8. Being open-minded
9. Expressing his/her opinions
10. Integrating and participating in the group
11. Being able to problematize
12. Being able to communicate and convince someone
13. Being able to use the creativity process