

# Competency-Based Interview Questions

## College of Health (Faculty-Specific)

<https://www.hr.utah.edu/serviceTeams/comp-based-questions-COH.php>

### Evidence of an independent and focused research agenda

Competency	Leading Question	Follow up Questions	Key Criteria
Evidence of an independent and focused research agenda.	Describe the overall theme of your research agenda.	<p>Tell me about a time when you've had to modify your research due to funding or time constraints.</p> <p>Did the modification result in a publishable product?</p> <p>Why or why not?</p> <p>Tell me about a time when the results of one study generated additional research questions.</p> <p>Were you able to publish the follow-up study?</p> <p>Why or why not?</p>	<p>Independent thinker</p> <p>Collaborator</p> <p>Strategic thinker</p> <p>Organized and effective</p> <p>Planning skills</p> <p>Innovative</p> <p>Can change focus as needed</p> <p>Clear and effective writing ability</p>

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### Evidence of and ability for collaboration

Competency	Leading Question	Follow up Questions	Key Criteria
<p><b>1. Evidence of and ability for collaboration;</b> freely shares knowledge, information, ideas, resources, expertise, etc.</p>	<p>Tell us about a job situation where you were a member of a team and had information and resources that would be beneficial to other members of the group.</p>	<p>How did you communicate it?</p> <p>What resulted from your efforts?</p>	<p>Good communicator            Shares information            Team player            Networker            Leader            Recognizes others' input, ideas and skills            Open to change</p>
<p><b>2. Evidence of and ability for collaboration;</b> receptive to input from others and uses diplomacy and tact when providing input and direction.</p>	<p>Give an example of a time when you had to give directions to a co-worker who was not performing well in his or her job.</p>	<p>How did you communicate the issues?</p> <p>What happened?</p> <p>How did it impact your relationship with the co-worker?</p> <p>What would you do differently if you had to do it over?</p>	<p>Good communicator            Diplomacy            Discretion            Professionalism            Good manager/leader            Sensitivity            Recognizes others' input, ideas and skills            Open to change</p>

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### Grant-writing experience

Competency	Leading Question	Follow up Questions	Key Criteria
<b>Grant-writing experience.</b>	Describe your grant – writing and research experience.	<p>How many grants have you written and been awarded?</p> <p>How do you approach guidelines and deadlines?</p> <p>Explain your proposal development process.</p> <p>Tell us about a successful funding experience.</p> <p>Tell us about a difficult funding experience.</p>	<p>Success in grant award</p> <p>Timeliness</p> <p>Urgency</p> <p>Organization</p>

### Teaching/presentation skills and experience

Competency	Leading Question	Follow up Questions	Key Criteria
<b>Teaching/presentation skills and experience;</b> ability to present technical data in effective manner.	Please describe a presentation (e.g., Grand Rounds, etc.) you facilitated or lead.	<p>Describe your presentation style.</p> <p>What tools or resources were incorporated into your presentation?</p>	<p>Preparation time</p> <p>Organizational skills</p> <p>Utilization of teaching tools</p>