## Competency-Based Interview Questions
### College of Nursing (Faculty-Specific)

https://www.hr.utah.edu/serviceTeams/comp-based-questions-CON.php

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<th>Competency</th>
<th>Leading Question</th>
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| **Communication/Collaboration; freely shares knowledge, information, ideas, resources, expertise, etc.** | 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. | How did you communicate it?  
What resulted from your efforts? | Good communicator  
Shares information  
Team player  
Networker  
Leader  
Recognizes others’ input, ideas and skills  
Open to change |
| **Flexible and adaptable to changing needs, evolving trends, and new ideas.** | Tell us about a time when you were leading a project team (or were a member of a project team) and the specifications, resources, or desired outcomes changed. | How did you manage the changes?  
What was the final outcome? | Adaptability  
Positive approach  
Use of encouragement  
Team player  
Good manager  
Leader  
Open to change |
| **Maintains effective relationships and focuses on and meets needs of internal/external customers.** | Can you tell me about a time when a coworker or team member came to you with a personal problem? | What did you do to support your colleague? | Collaborator  
Observant of coworker needs  
Trustworthiness  
Patience  
Takes time to listen  
Empathetic response |
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<td>Receptive to input from others and uses diplomacy and tact when providing input and direction.</td>
<td>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.</td>
<td>How did you communicate the issues? What happened? How did it impact your relationship with the co-worker? What would you do differently if you had to do it over?</td>
<td>Good communicator Diplomacy Discretion Professionalism Good manager/leader Sensitivity Recognizes others’ input, ideas and skills Open to change</td>
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<td>Technological skills; seeks new organizational product, or technical knowledge.</td>
<td>What kinds of professional development have you pursued at your current (or most recent) position?</td>
<td>How did you apply those newly learned skills or knowledge on the job?</td>
<td>Initiative Self-development Professional development</td>
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