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

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

Competency	Leading Question	Follow up Questions	Key Criteria
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

Competency	Leading Question	Follow up Questions	Key Criteria
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

Competency	Leading Question	Follow up Questions	Key Criteria
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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Receptive to input from others and uses diplomacy and tact when providing input and direction.	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.	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?	Good communicator Diplomacy Discretion Professionalism Good manager/leader Sensitivity Recognizes others' input, ideas and skills Open to change

Competency	Leading Question	Follow up Questions	Key Criteria
Technological skills; seeks new organizational product, or technical knowledge.	What kinds of professional development have you pursued at your current (or most recent) position?	How did you apply those newly learned skills or knowledge on the job?	Initiative Self–development Professional development