RHA

Examples of competency-based interview questions based on our values

Collaborative

/ Can you give an example of a time when you had to work closely with colleagues from different teams to achieve a common goal? What was your role, and what was the outcome?

/ Tell us about a situation where collaboration helped solve a problem that you couldn't have solved on your own. How did you ensure everyone was included and heard?

Trusted Partner

/ Describe a time when you had to build trust with a client, stakeholder, or colleague. What steps did you take, and what was the result?

/ Can you give an example of a situation where you had to balance the needs of different stakeholders while maintaining credibility and trust?

Supportive

/ Tell us about a time you supported a colleague or team member who was struggling. How did you approach it, and what was the outcome?

/ Describe a situation where you actively promoted an inclusive or supportive environment. What did you do, and what impact did it have?

Quality

/ Give an example of a time when you identified an opportunity to improve the quality of your work or your team's output. What action did you take, and what was the result?

/ Describe a situation where you had to ensure compliance or adhere to high standards. How did you make sure the outcome met expectations?

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Relevance

/ Tell us about a time when you had to prioritise tasks or projects to ensure they delivered real value. How did you decide what was most important?

/ Describe a situation where your work directly contributed to achieving key organisational goals. How did you make sure your work was relevant to the wider team or industry?

Knowledgeable

/ Give an example of a time when your expertise made a significant difference in a project or decision. How did you apply your knowledge?

/ Describe a situation where you had to quickly learn something new in your field. How did you ensure your knowledge remained up-to-date and valuable?