

BEHAVIORAL INTERVIEWS OR COMPETENCY-BASED INTERVIEWS

They are interviews during which the recruiter wishes to know more about your personal competence by asking you to tell stories of your past experience (sucesses and failures).

The recruiter will ask you to give details of how you handled the situations in order to assess your resourcefulness, your interpersonal, organisational and your problem-solving skills....

1. What are your strengths and weaknesses + give examples

One of my strengths is that I am perseverant. What I mean is that I never give up until I find answers to problems. Let me give you an example. During my project..... I can also say that I have good communication skills. What I mean is that I like to relate to others and that I can be diplomatic in difficult situations. One day I managed to.... I took great pride in having overcome such a big obstacle. it proves that with perseverance and common sense, we can solve problems. One day I did not manage to.... This led me to analyse the reason for this failure. I learned a lot from this experience. More precisely, I realised that

2. Tell the story of a problem or failure you encountered in your personal or profesional life and how you faced it. (Behavioral interviews)

One day I had a problem with the equipment I was using in the lab. In fact it was.... Let me tell you what I did. I called..... and in the end I managed to.... This proves that we should always.... From this experience, I learnt that it is always a good idea to..... / I realized that.....