



Interview tips

Preparing for the interview

Job interviews with us are based on values-based interview questions. These questions focus on the values and behaviours we expect from everyone who works here.

Please refer to the **Values-Based Behaviour Framework**.

Take time to understand these behaviours and think about how they relate to your own experiences. Prepare some examples to talk about when you have demonstrated these.

You may also be asked some **technical questions** related to the role.

We recommend you prepare by **re-reading the job description and person specification** and **researching the service**.

During the interview

The interview questions aim to discover how you've reacted or dealt with certain situations. This helps us understand your personal values and attitudes.

The panel may ask **follow-up questions** to gather more details, so be prepared to expand on your answers.

If you need support during the interview or reasonable adjustments, don't hesitate to ask.



Our behaviours

- Striving for Excellence
- Tailoring Care
- Maximising Value
- Delivering Success
- Working Across Boundaries
- Inspiring others

Interview tips continued...

How to give a great answer

Use the **STAR Method** to structure your answers:

- **Situation:** Set the scene.
- **Task:** Explain the challenge or responsibility.
- **Action:** Describe what you did.
- **Result:** Share the outcome.

Additional tips

- Be **specific and concise** – highlight your key points.
- Use 'I' not 'We'.
- **Take your time** and ask for clarification if needed.
- Be **open and honest** in your answers.
- **Smile** and have **open body language**
- Be **polite** and **respectful**
- **Don't panic:** If asked probing questions, take your time.
- **Ask questions:** Have a few ready for when it's your turn.
- **Let your passion shine through!**

Final thoughts

Remember, interviews are a two-way process. Think of it as a conversation where you can share your experience and learn more about us.

Good luck with your interview!

