

# Competency-Based Interview Guides

Tailored solutions for the job interview



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**Competency-Based Interview Guides are delivered to clients via the Cubiks Online Integrated Assessment Platform.**

## TAILORED SOLUTIONS FOR THE JOB INTERVIEW

Cubiks has developed a highly flexible range of interview guides that allow employers to focus on the competencies that are of specific importance to them during selection and development interviews. Using our Cubiks Online assessment platform, we are able to quickly produce a range of competency-based interview guides that are directly linked to Cubiks' PAPI™ (Personality and Preference Inventory) assessment tool.

These include:

- Standard interview guides and reports, based on the Cubiks Competency Framework
- Guides that are tailored according to the organisation's competency framework
- Bespoke guides that are tailored to cover the competency requirements of a specific role

## BENEFITS OF THIS APPROACH

With these user-friendly guides in hand, HR professionals and line managers can:

- Conduct highly-focused interviews that fully explore the personality and behavioural competencies of the interviewee
- Ask questions that are targeted at specific competency areas and address any particular area of concern
- Ensure they follow a consistent, objective interview approach for all candidates
- Save critical pre-interview preparation time through automated production of the guides

## HOW ARE THE GUIDES DEVELOPED?

The guides are developed by Cubiks consultants using either the Cubiks Competency Framework or the client's own framework.

The Cubiks Competency Framework contains a comprehensive range of 53 competencies that are directly relevant to the business environment. Each competency can be aligned directly to the vast majority of competency frameworks used by both public and private sector employers.

Users of the guides can choose between a question-based format which can be particularly useful when there will be multiple interviewers, or a narrative format which provides more detailed interpretations of each competencies.

Each guide will typically contain:

- Competency overviews and definitions
- The respondent's personality profile mapped out on a PAPI profile wheel (optional)
- Positive and negative behavioural indicators (optional)
- Scores relating to each individual candidate's responses per competency
- Interview questions and prompts or competency interpretations
- A section for summary notes (optional)

The guides can be developed for organisations at speed with minimum prior notice. Once complete, they can then be accessed by all users within a company via the Cubiks Online website.

For further information, email: [info@cubiks.com](mailto:info@cubiks.com) or contact your local Cubiks office.