

Competency-based Interview Training

This one-day course helps participants prepare for a competency-based interview. Competency-based interviews are based on the premise that past experience can predict future behaviour. This is an increasingly common style of interviewing that enables candidates to show how they would demonstrate certain behaviours and skills in the workplace by answering questions about how they have reacted to, and dealt with, previous workplace situations. This course is suitable for all levels of nurses and midwives.

Outline of Day

Note: Category 1 Approved by Nursing and Midwifery Board of Ireland (NMBI)

09.45	Registration
10.00	Welcome and Introduction
10.20	Developing your CV
11.10	Tea / Coffee
11.25	Focus on Competencies Used by Employers
12.25	Research the Employer
13.00	Lunch
13.45	Good Communication 'Sell Yourself'
14.15	Practical Workshop on Competency-based Interview; Role play
15.45	Recap, Questions and Evaluation
16.30	Close

Aims and Objectives

- To prepare participants for the competency-based interview and to enhance interview skills.
- To examine the criteria used by the interviewer to assess the interviewee.
- To explore the stages of the interview process.
- To illustrate how to develop greater communication skills.

Sample Reading List

- Mockler, J. (2014) 'Applications and interviews', *British Journal of Midwifery*, 22(2), pp. 150.
- Thomson, H. (2007) 'Tipped for the top', *Nursing Management: UK*, 14(2), pp. 16-18.
- Windsor, S. (2007) 'Interview tactics', *Nursing Standard*, 22(1), pp. 61.

For more information on this course or to enrol, contact the INMO Professional Development Centre by phone on 01 6640641/2, email pdc@inmoprofessional.ie, or visit <https://inmoprofessional.ie>