

Example skills and experience interview questions

Here are examples of interview questions that could be asked to assess whether candidates meet the skills and experience elements of the person specification. The list is not exhaustive and should be tailored to different organisational and job requirements.

For examples of values based interview questions, please sign up to attend our 'Interviewing for values in adult social care' seminar to develop your interviewing skills and access a number of different values based question banks. You can find out more and book your place www.skillsforcare.org.uk/recruitmentseminars

Questions to assess commitment and motivation

1. What excites you about working in adult social care?
 - Why does this appeal to you?
 - What have you done to find out about working in the care sector?
 - What challenges do you think there would be?
 - What rewards do you think there would be?
 - What parts do you think you would most enjoy?
2. What interests you about our organisation in particular?
 - Why?
 - How did you become aware of us?
 - How do we compare to other organisations you have applied to?
 - What have you done to find out about the role?
3. What excites you about working as a (insert job role) and what sorts of things have you been doing that you think could help you become a good (insert job role)?
 - Which parts of the role do you think you would enjoy the most?
 - What do you think the best parts of this job would be?
 - What sorts of things do you think you would need help with to become a good (Insert job role)?

Questions to assess flexibility

1. We offer a range of flexible working patterns. For some, they may prefer to work child-friendly hours/ weekends/ evenings/ nights. What are your preferred hours of working?
2. Do you have any upcoming commitments that would require extensive time away from work?

3. The role involves travel to X/Y/Z. Do you have any issues with or concerns about being able to travel to these places on a frequent basis? (If the role involves travel, you may want to explore this and outline any schemes you have in operation (such as cycle to work or mini-cab contracts).)
4. Give me an example of a time when something in your work changed, such as your hours or what you were required to do in your job.
 - How did you respond to the changes? What did you do?
 - What was the outcome?
 - How do you feel about change?

Questions to assess previous experience

1. Could you give me an example of a time when you have helped people who have required support or assistance? (This could be paid or voluntary or in another aspect of your life).
 - What is important to you when caring for another person?
 - Why do you think it was important to them?
 - How did you know what they needed from you?
 - How did they feel about the help and support you have to them?
 - What was the outcome?

Questions to assess commitment to safeguarding

1. Has there been a time when you have been concerned about the way in which someone was behaving towards a child or adult in your work or personal life?
 - Why were you concerned?
 - What did you do? What would you have liked to have done if you could?
 - What was the outcome?
 - Why do you think it was important to take action in this situation?
 - What would you do if you were in a similar situation in our organisation and someone was behaving inappropriately towards one of our service users?
2. Can you give an example of where you've spoken up because you had concerns?
 - How did it feel to you?
 - What were the outcomes?
 - If it was successful – why do you think it was successful?
 - If it was not successful – why do you think this was the case, and what would you do differently?
 - What did you learn from this episode about yourself?

Questions to assess planning and organisational skills

1. How do you plan and organise yourself in work/ at college/ in your home life?
 - What tools and techniques do you use?
 - How do you decide what are the most and least important things to do?
2. Has there been a time when you haven't been able to do everything you needed to do or were asked to do at work/college/outside of work?
 - Why did you think that happened?
 - How did you feel when that happened?
 - What did you do?
 - What was the outcome?

Questions to assess self-motivation and initiative

1. In this role you will need to work with the minimum of supervision. Describe a recent example which proves your ability to work on your own to achieve what you have to do.
 - What did you find most challenging and how did you overcome it?
 - How did you motivate yourself?
 - What mistakes did you make and what have you learnt from them?
2. Tell us about a time when you made a suggestion for how something could be improved at work/ college/ voluntary work or when you took the initiative and improved the way something was done.
 - How did you identify what needed to be improved?
 - How did you communicate your ideas to others?
 - Why did you want to improve things?
 - What was the outcome?