

Competency Based Interview Questions And Answers Guide.



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Competency Based Job Interview Preparation Guide.

Question # 1

What does competence indicate?

Answer:-

Competence indicates sufficiency of knowledge and skills that enable someone to act in a wide variety of situations. Because each level of responsibility has its own requirements, competence can occur in any period of a person's life or at any stage of his or her career.

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Question # 2

What is competency based education or learning?

Answer:-

Competency based education or learning is an approach to teaching and learning more often used in learning concrete skills than abstract learning. It differs from other non-related approaches in that the unit of learning is extremely fine grained.

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Question # 3

Tell me what is competency based approach?

Answer:-

Human resource management model which addresses job performance. This approach fosters increased training, skill building, job satisfaction and other measurements and leads to improved hiring practices.

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Question # 4

Please tell me what are the principles competency based approach?

Answer:-

The following definition provides elements of a high quality competency-based approach:

- * Students advance upon demonstrated mastery
- * Explicit and measurable learning objectives empower students
- * assessment is meaningful and a positive learning experience for students
- * Students receive rapid, differentiated support
- * Learning outcomes emphasize include application and creation of knowledge

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Question # 5

How would students advance upon demonstrated mastery in competency based approach?

Answer:-

The core element of a competency-based approach is that students progress to more advanced work upon demonstration of learning by applying specific skills and content. The most important implications of this design principle include:

- * Students are advanced to higher-level work upon demonstration of mastery, not age.
- * Students work at levels that are appropriately challenging.
- * Students are evaluated on performance.
- * Some students may complete courses more rapidly than others.
- * Teachers guide students to produce sufficient evidence to determine proficiency.

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Question # 6

What are the things included in explicit and measurable learning objectives empower students of competency based approach?

Answer:-



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In competency-based practices, a course is organized into measurable learning objectives that are shared with students. Students take responsibility for their learning, thereby increasing their engagement and motivation. The implications of this design principle include:

- * The relationship between student and teacher is fundamentally changed.
- * The unit of learning becomes modular.
- * Learning expands beyond the classroom.

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Question # 7

How is assessment meaningful and a positive learning experience for students in competency based model?

Answer:-

In a competency-based model, the traditional approach to assessment and accountability "of learning" is turned on its head with assessments "for learning." Formative assessments are aligned with learning objectives. Students receive immediate feedback when assessment occurs. This is used to encourage students to return to difficult concepts and skills until they achieve mastery. It is essential that assessments are student-centered in which students are assessed on material with which they are familiar. In order for competency-based pathways to offer high-quality education, the following must be put into place:

- * Schools embrace a strong emphasis on formative assessment.
- * Teachers collaborate to develop understanding of what is an adequate demonstration of proficiency.
- * Teachers assess skills or concepts in multiple contexts and multiple ways.
- * Attention on student learning, not student grades.
- * Summative assessments are adaptive and timely.

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Question # 8

How do students receive rapid and differentiated support in competency based model?

Answer:-

The core idea of a competency-based model is that all students will master the desired competencies. This requires a rapid response capacity on the part of educators to support students when they are stuck or begin to disengage in frustration. Educator capacity, and student's own capacity to seek out help, will be enhanced by technology-enabled solutions that incorporate predictive analytic tools. This element is essential to a competency-based system. Without it there is risk that the current inequities will be reproduced.

- * Pacing matters - Although students will progress at their own speeds, students that are proceeding more slowly will need more help
- * Learning plans capture knowledge on learning styles, context and interventions that are most effective for individuals students
- * New specialist roles may develop in educator and instructional support roles, providing high quality interventions when students are begin to slip behind
- * Online learning can play an invaluable role in providing feedback to teachers on how students are proceeding

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Question # 9

How do learning outcomes emphasize include application and creation of knowledge in competency based approach?

Answer:-

Competencies emphasize the application of learning. A high quality competency-based approach will require students to apply skills and knowledge to new situations to demonstrate mastery and to create knowledge. Competencies will include academic standards as well as lifelong learning skills and dispositions:

- * Competencies and learning objectives are designed so that demonstration of mastery includes application of skills and knowledge.
- * Assessment rubrics are explicit in what students must be able to know and do to progress to the next level of study.
- * Examples of student work that demonstrate skills development throughout a learning continuum will help students understand their own progress.
- * Lifelong learning skills designed around students needs, life experiences, and the skills needed for them to be college and career ready.
- * Expanded learning opportunities are developed as opportunities for students to develop and apply skills as they are earning credit.

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Question # 10

what is competency based development?

Answer:-

One of the most powerful roles a state can play is creating collaborative space for the development of competencies and learning objectives. As states come face to face with the implementation of the common core state standards, many opportunities and questions arise:

- * Well-designed competencies
- * core competencies
- * lifelong learning competencies

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Question # 11

Please define competency based innovators?

Answer:-

Competency-based innovators design two sets of competencies:

- * Academic and skills that students need for college and career preparation using different terms, innovators all include forms of applied learning competencies such as creativity, problem solving, and communication and many include personal skills such as perseverance, cultural competency and study skills.
- * Those serving vulnerable students include social-emotional literacy and navigational skills that are particularly important for students from low-income communities.

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Question # 12

Please define well designed competencies?

Answer:-



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Given that the innovations are still at early stage of development, the field has not agreed upon what makes a well-designed competency. Although some attributes such as learning objectives need to be explicit and measurable others are less clear.

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Question # 13

Please tell me what is competence?

Answer:-

A cluster of related abilities, commitments, knowledge and skills that enable a person (or an organization) to act effectively in a job or situation.

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Question # 14

What is a competency based interview?

Answer:-

Competency based interview questions are a style of interviewing often used to evaluate a candidate's competence, particularly when it is hard to select on the basis of technical merit.

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Question # 15

Give an example of competency based interview?

Answer:-

Example:

For a particular graduate scheme or graduate job where relevant experience is less important or not required. Increasingly, companies are using competency based interviews as part of the selection process for experienced recruitment, as it can give valuable insights into an individual's preferred style of working and help predict behaviors in future situations.

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Question # 16

Tell me about a typical competency based interview?

Answer:-

A typical competency based interview will last for one hour. At most major firms competency interviews will also be standardized. Consequently all applicants can expect to be asked identical questions.

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Question # 17

What are more features of competency based interviews?

Answer:-

Competency based interviews may also feature questions that probe candidates on their knowledge of the company and industry they have applied to. This type of interview question tests candidates on their motivation and commitment to career.

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Question # 18

What do recruiters look in applicant during competency based interview?

Answer:-

In competency based interviews recruiters look for evidence of competencies by asking candidates competency based questions. This style of question forces candidates to give situational examples of times in the past when they have performed particular tasks or achieved particular outcomes using certain skills.

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Question # 19

Tell me what are competencies?

Answer:-

A competency is a particular quality that a company's recruiters have decided is desirable for employees to possess. During interviews and assessment processes, competencies are used as benchmarks that assessors use to rate and evaluate candidates.

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Question # 20

What are typical competency based questions?

Answer:-

A typical competency question could be:

Describe two situations where you have had to work as part of a team. When asked a question like this, you should be able to talk for several minutes about your participation to a particularly strong team you have been part of in the past and how your sense of Teamwork helped lead a task or project to successful completion.

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Question # 21



Competency Based Interview Questions And Answers

Why do recruiters use competency based questions in interviews?

Answer:-

In the case of applications for graduate jobs, candidates typically have no experience in the industry to which they have applied. Consequently it is not possible to assess their suitability for a job role based upon their CV alone. This has led to the development of competency based interviews becoming the prime way to interview inexperienced graduate applicants.

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Question # 22

Please tell me who uses competency based interviews?

Answer:-

Estimates indicate that a third of all employers are using competency interviews as part of their recruitment process. Large graduate employers are especially likely to use competency interviews as part of their graduate recruitment procedure, in particular as part of an assessment.

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Question # 23

What do interviewers ask in competency based interview?

Answer:-

In competency based interviews, interviewers will ask questions that require candidates to demonstrate that they have a particular skill or a "key competency" the firm is looking for. Candidates will be asked to do this using examples of situations from their life experiences, to illustrate their personality, skill set and individual competencies to the interviewer.

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Question # 24

What is motivation and commitment to career in key competency?

Answer:-

It is likely you will be asked why you wish to work for this company in particular, and what distinguishes this company, for you, from its competitors. This question requires you to discuss your knowledge of the firm in detail and prove to your interviewer your desire for a job.

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Question # 25

What are the things you should describe in answering about motivation and commitment to career?

Answer:-

To answer this question you should describe:

- * The key strengths this firm has over its competitors in the industry (e.g. more specialized in certain niche areas, more international scope, more respected).
- * What appeals to you personally about the firm (e.g. your interests in the firm's niche areas, your relevant study at university).
- * Other relevant factors you find interesting (e.g. the impression you have of the working style at the firm, the social side of the company, the type of charitable work the firm is involved in).

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Question # 26

What do employers use as their competency based keys?

Answer:-

Employers typically use some of the following as their competency based keys:

- * Teamwork
- * Responsibility
- * Commitment to career
- * Commercial awareness
- * Career motivation
- * Decision making
- * Communication
- * Leadership
- * Trustworthiness & Ethics
- * Results orientation
- * Problem solving
- * Organisation

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Question # 27

Tell me what is teamwork as competency based key?

Answer:-

Being able to get on with other people and work with them efficiently (Teamwork) is a key competency employers value and often require job applicants to demonstrate at interview. Most jobs require employees to work alongside other people, as part of a team.

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Question # 28

Give examples of competency based questions of teamwork?



Answer:-

Examples of competency questions interviewers may use to find out about a candidate's teamwork skills are:

- * Tell me about a time when you worked successfully as part of a team.
- * Describe a situation where you were successful in getting people to work together effectively.
- * Describe a time when a team member has annoyed you.
- * Tell me about a time when you have had to modify yourself (or a way you do something) to take into account someone else's views.
- * Tell me about a situation when you needed to offer constructive criticism to a friend or team member?
- * Describe a time when you were a member of a team and witnessed a conflict within the team. What did you do? What were the results? What could you have done better?

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Question # 29

What are candidates able to do with good teamwork as competency based key?

Answer:-

Candidates with good teamwork skills are able to see the bigger picture and grasp the concept that employers value the outcome achieved by a group, more than that achieved by any one person.

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Question # 30

Tell me what is responsibility as competency based key?

Answer:-

If an employee has a responsibility then they have been given the duty to make decisions in certain circumstances. Interviewers use competency based questions to find out how candidates have performed in the past when they have been given responsibilities and to find out how candidates may perform responsibilities given to them in the future.

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Question # 31

Give examples of competency based questions about responsibilities as competency based key?

Answer:-

Examples of competency based questions used to determine how candidates have performed their responsibilities in the past include:

- * Tell me about a time when you were responsible for something?
- * How do you perform your responsibilities?
- * Are you a responsible person? Explain why?
- * Do you enjoy having responsibilities?
- * What responsibilities have you been given in the past?

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Question # 32

Tell me what is commitment to career as competency based key?

Answer:-

Commitment to career is a key competency you should be able to demonstrate in job interviews. To test your commitment to a career interviewers will usually try to find out how much you know about the firm they represent, the position you have applied for, the industry you will be working in and what you will be doing if you are employed.

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Question # 33

What should you be able to do with commitment to career as competency based key?

Answer:-

You should be able to:

- * Give a well informed description of what the line of service you have joined does for its clients.
- * Be able to describe what you will be doing in your first year at the firm.
- * Be able to describe makeup of any qualification to which you have applied and to understand what work you will have to do to achieve it.
- * Be able to give a rough account of where you imagine you might be in 5 years time. (e.g. a certain position in the firm)
- * You must be certain to convey clearly that you fully understand the role you are applying for. If you are not able to do this, you will not make it through the interview

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Question # 34

What is commercial awareness as competency based key?

Answer:-

Commercial awareness is a term that refers to a candidate's general knowledge of business, their business experiences (or work experience) and specifically, their understanding of the industry which they are applying to join. It is a key competency for all city job applications, as well as for roles in engineering, consultancy and many other sectors.

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Question # 35

What should you do to create good impression in the first 60 seconds of competency based interview?



Answer:-

Although competency based interviews are standardized, a typical interviewer will decide within minutes whether they like you or not and this is likely to affect the outcome of the interview. It is very important to give a good impression to your interviewer from the very first moment you meet. Shake hands confidently, smile, introduce yourself and be generally convivial to the occasion. Sitting quietly and communicating poorly will not help you and neither will boisterous or arrogant behavior. You should be polite but outgoing, assertive but not aggressive and aim to be every bit as professional as the interviewer who is assessing you.

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Question # 36

What are the commercial awareness questions as competency based key?

Answer:-

Typical commercial awareness questions include:

- * Describe a company you think is doing well/badly and explain why you think this is so.
- * What do you think are key qualities for a company to have to be successful?
- * What significant factors have affected this industry in recent years?
- * What do you understand of the role this firm plays in this industry?

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Question # 37

What do you need to do when asked about the career motivation as competency based key?

Answer:-

You need to logically illustrate your desire to work for the company you are interviewing with. Good answers should make reference to any, training, qualifications and/or experience that you would receive, if you were to be offered the role you have applied for.

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Question # 38

Please give examples of career motivation questions as competency based key?

Answer:-

Career motivation questions you may be asked include:

- * Why do you want to work for our firm?
- * Why do you want to work in the service line to which you have applied?
- * What can you tell me about us and the service line to which you have applied?

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Question # 39

Tell me what is decision making as competency based key?

Answer:-

Top jobs give employees both power and responsibility. Employees are forced to make difficult decisions as part of their employment, often during times of intense pressure and/or stress.

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Question # 40

What do employers need to know in decision making question as competency based key?

Answer:-

Employers need to know that the people they hire are competent enough to make good decisions during these times. This is why interviewers test candidates with competency based questions targeted at measuring their decision making skills.

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Question # 41

Give examples of decision making questions as competency based key?

Answer:-

Examples of decision making competency based questions are:

- * What is the toughest decision you have ever made? Why was this so difficult?
- * How do you come to conclusions?
- * Tell me about a decision you have made that has affected other people.
- * Do you find decisions difficult?
- * Give me an example of a bad decision you have made. Why was this a bad decision?

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Question # 42

What should you do while answering the decision making questions as competency based key?

Answer:-

To answer these questions you should give examples of sensible and pertinent decisions you have made during difficult situations either at work, in education or during extracurricular pursuits.

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Question # 43

Tell me what is communication as competency based key?

Answer:-

Employers are looking for employees who can communicate well with other people. Strong communicators make good team members because they can efficiently and effectively transfer information from person to person, follow instructions and instruct other people. Strong communicators generally also make good leaders and decision makers, which makes communication a key competency.

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Question # 44

Give examples of communication questions as competency based key?

Answer:-

It is likely that you will need to show evidence of your own communication skills during a competency based interview. Questions you may be asked include:

- * Give an example of how you dealt with a difficult or sensitive situation that required extensive communication.
- * Give me an example of how you dealt with a difficult customer at work.
- * Tell me about a time when you had to explain an issue or process to a colleague (or colleagues) at work.
- * Tell me about a time when you taught someone else something.
- * How do you explain things to other people?

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Question # 45

Tell me what is leadership as competency based key?

Answer:-

Leadership is a competency employers look for in candidates who are applying for jobs that require them to lead, motivate and/or develop other people, usually team leader and management positions (or trainee positions that lead to management positions).

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Question # 46

Give examples of leadership questions as competency based key?

Answer:-

Examples of competency questions that are used to evaluate leadership skills are:

- * Describe a time when you had to lead a group to achieve an objective?
- * Describe a work based situation where you had to lead by example to achieve an objective?
- * Describe a situation where you inspired others to meet a common goal?
- * How do you motivate team members to do something they decide they do not want to do?

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Question # 47

Please define trustworthiness and ethics as competency based key?

Answer:-

Trustworthiness and ethics are key competencies employers want to see evidence of in candidates, in particular for jobs in industries that require a high level of confidentiality such as law, accounting and consulting.

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Question # 48

Please give examples of trustworthiness and ethics questions as competency based key?

Answer:-

Examples of competency questions that are used to find out about a candidate's trustworthiness and ethics are:

- * Give me an example of a time a member of a team you were in had a problem. What did you do to help?
- * Give me an example of a time you told a lie.
- * Would you lie if your job depended on it?
- * Do you think it can sometimes be ok to deceive people if this leads to a positive final outcome?
- * It is late on a friday afternoon. The rest of your team, including managers, have left the office for the day but you have stayed to finish some work. A client company calls and you are the most relevant person to talk to. They are angry and demand that you shred some key documents immediately, otherwise they will terminate their relationship with your firm. You are almost certain destroying these documents is illegal. What do you do?

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Question # 49

Tell me about results orientation as competency based key?

Answer:-

Results orientation is a term used to describe "knowing what results are important and focusing resources to achieve them." Interviewers will ask competency questions to determine if candidates are results driven, aware of the importance of results, to find out what kind of results are important to a candidate and if the candidate understands how to achieve results.

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Question # 50

What are the questions included in results orientation as competency based key?



Answer:-

Results orientation questions you may be asked include:

- * Are you successful?
- * Give me an example of a time you have been very successful.
- * Why do you think people aren't successful?
- * Give me an example of a time you were not successful. Why do you think this happened?

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Question # 51

What do you need to do when answering about results orientation as competency based key?

Answer:-

You need to make it clear that you understand how important results are, that you are a competitive and results driven person and that although you may not always have achieved the desired results in the past, you certainly did aim to do so and have learnt from your mistakes.

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Question # 52

Tell me what is problem solving as competency based key?

Answer:-

The ability to solve problems is an analytical skill that employers look for evidence of in applicants, particularly for jobs that involve frequent problems that must be solved, such as mathematical problems or managerial problems.

The ability to solve problems can be defined as the ability to accurately assess a problem and effectively arrive at an excellent solution.

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Question # 53

Please give examples of problem solving as competency based key?

Answer:-

Examples of problem solving competency questions are:

- * How do you solve problems?
- * Give me an example of a problem you have faced in the past, either as part of a team or as an individual. How did you solve the problem?
- * What do you do when you can't solve a problem?

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Question # 54

What should you do for answering about problem solving as competency based key?

Answer:-

To answer these questions you should give examples of intelligent and useful decisions you have made to solve problems that have arisen either at work, in education or during extracurricular pursuits in the past.

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Question # 55

Tell me about organization as competency based key?

Answer:-

A focus on organizational competencies is more critical to achieving team alignment, effective execution and the right allocation of scarce resources than is a focus on strategic goals.

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Question # 56

Give examples of organization questions as competency based key?

Answer:-

Some questions that you might be asked:

- * You are allocated a new project of a type you never had before. How do you structure it? Where do you start?
- * You have a limited budget. It is not enough for all the activities you want to implement. How do you prioritize?
- * You have a huge list of things to do and not enough time for everything. What do you do?

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Question # 57

Why do interviewers ask career motivation questions as competency based key?

Answer:-

Interviewers ask career motivation questions to determine why you want to work for their company and why you want to work in role to which you have applied. Career motivation questions are similar to, but not the same as commitment to career questions and are often used as part of a competency based interview.

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Question # 58

What should you do when you are asked typical competency based questions?



Competency Based Interview Questions And Answers

Answer:-

You should have an idea before the interview of the experiences from your life that you could use as examples to demonstrate the key competencies of the firm to which you are applying. You are likely to have to provide at least two examples for each competency during your interview.

It is quite acceptable to ask for and to use a few moments of thinking time before answering competency questions. If necessary, simply notify your interviewer by explaining you "may need to think about this for a few moments". Once you have thought of a good example to use, continue with your answer.

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Question # 59

What are lifelong learning competencies?

Answer:-

The common core includes application of knowledge through high-order skills. However, there are other skills that are important to all students but particularly critical for students living in areas of concentrated poverty and/or violence. These include social-emotional and navigational skills that help them overcome trauma and engage others in helping them to manage highly complex dilemmas in their lives. In addition, workforce and career development are critical for finding jobs to support families and increased motivation through the broadened horizons. For students that are first in their families to go to college, gaining knowledge about the college application and financial aid process is imperative. States can facilitate the development of shared lifelong learning competencies, rubrics and professional development so that educators and community members can work together to support students.

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Question # 60

Please tell me what are core competencies?

Answer:-

The number of academic standards that have been generated by national organizations and states can be overwhelming. Based on a study the system would need to be changed from a K-12 to a K-22 system in order to adequately teach all standards to mastery. This is certainly a recipe for failure. The Common Core creates a different starting point, focusing on the most important standards. The next step is to translate the standards into core competencies. States can be helpful in identifying a shared set of core competencies that all districts will be building upon. This is also helpful for establishing portability, a key ingredient for ensuring that students with high mobility will benefit directly from a competency-based system.

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