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.

To help you feel confident and well-prepared, we provide our values-based interview questions by email in advance of your interview.

Please take time to understand these questions and prepare some examples to talk about.

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

We recommend you also 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!

Email **recruitment.enquiries@berkshire.nhs.uk** **for further guidance**