

7 tips to help you prepare.

Competency Interview Tips

Preparing for your Competency Interview

Competency-based interviews.

Competency or behavioural based interviews help us gain insight into your past experiences and assess how you will perform as a consultant. You should have received our 6 core competencies already. Make sure to review those and think about experiences you've had that highlight each competency. The golden rule when answering competency interview questions is to follow a structure and include relevant details.

There are two methods you can use:

1. **'CAR'** – Context, Action, Result
2. **'STAR'** – Situation, Task, Action, Result

We encourage you to research one of the methods, above, and practise answering a question to get a feel for the structure. Here is an example question you can use: Tell me about a time where you had to collaborate with another person?

Tips to help you prepare.

1. **Do your research.** Make sure you know what Sparta Global does. Understand our business model, clients, and case studies. Be prepared to explain what we do back to us and why you think Sparta Global would be a good place for you to start your career. Visit the Sparta Global website and social media platforms for the most up to date information.
2. **Test your laptop/computer's audio and video.** Before your video interview, make sure that your device is plugged in or charged. Make sure your audio and video are both enabled. It's always a good idea to log into your interview a few minutes early to account for any unexpected hiccups.
3. **Invest in a great first impression.** Dress smart and professional, be punctual, and introduce yourself professionally. It's always a good idea to prepare an elevator pitch. Don't forget, this is a video interview, and we can see you!
4. **Limit all distractions when possible.** During your video interview, make sure that you are somewhere quiet and well-lit. If you have roommates, give them a heads-up that you have a video interview, so they don't walk in unknowingly. Silence your phone and any notifications on your laptop.
5. **Show a great attitude in the interview.** You are being evaluated and assessed across the entire video interview. Ask intelligent questions and take notes of answers. Engage with the interviewer and show self-awareness. Smile and talk positively about yourself – while avoiding negativity.
6. **Tell us your story.** Let your personality shine during the interview. Tell us about yourself: what are you passionate about? What impact would you like to have in the world? What are your strengths? Why do you want to get into tech? Share your ideas. Teach us something we may not know; inspire us!
7. **Have questions prepared.** Make sure you have prepared questions for your interviewer. Let us know if there are any outstanding questions regarding our graduate programme, company, etc. following our video presentation.