



John Doe's interview feedback

Date: 02-03-2014

General Feedback:

On your personal statement, explain the skills that you have and subtly link them to the role. For the question 'Why do you want to work in this role?' I liked the way you mentioned global opportunities and that you speak 3 languages. Make sure you get across the skills you have and why they are useful to the company. E.g. you like solving complex problems and finding a resolution for a client and you feel you have made a difference etc. For the question 'What is your biggest weakness?', remember this is looking for a "good weakness" so make sure you turn it round to its advantage and mention how this is useful in the role and what you are doing to remedy/balance this to ensure you see the "bigger picture".

Competency 1 - Commercial Awareness:

More detail is required for the example you gave to explain the disadvantages/ advantages/ implications etc. Incorporate some figures if you can to support the business issue. Also remember to state what are your opinions are on it. Mention that it is open to Fraud and the lack of regulation. Spend some time before the interview to make sure you really know your topic. I liked the way you incorporated the legal tax issue. You demonstrated that you used a wide range of sources to keep up to date which was good.

Competency 2 - Adaptability:

Your answers here lacked structure and you failed to mention why you were not available for the example you gave. Also, the example did not provide strong evidence that you were given the responsibility. It would be better to have an example where YOU were responsible for something or you had to sort something out as your supervisor was not around in that instance. Remember this is about how you deal with ambiguous situations. Note: Keep to the STAR structure and provide detail on your actions, stating exactly what you did (you jumped straight to booking the meeting room when there were other things that you did before this).

Competency 3 - Leadership:

Your example of raising a concern/issue with a peer was lacking in detail. Make sure you are assertive in your language and draw out more of the Action. "I did" If you have a stronger example then this would be better so that it demonstrates strongly how you were able to ask difficult questions and if you were proactive in your approach. Your answer is quite a standard example used so if you have another, it is likely to be more interesting to the interviewer and make you stand out more.

Your key strengths:

You have a very personable character and are able to build rapport with the interviewer. You have a good use of structure and did not ramble which was good. You were concise but make sure that the detail is coming across in the Action part of your examples.

Your areas for improvement:



Listen carefully to the question and be aware of the definition so that you provide the right examples. Be aware of "Er " especially on a telephone interview (you 'erred' quite a bit). Try to minimise this as much as possible. This will be easier when you are well prepared and have examples to hand. Body language - Be aware of not putting your hand near your face as you speak as it detracts from what you are saying. Make sure your hair is tied up and that your hands are still. Make sure you smile at the interviewer to build rapport.

Action points for development:

Practice the STAR technique by writing down examples and then practicing them aloud. Have 2/3 examples for each competency so you have a variety to draw upon. Research around the jobs you want and why they appeal to you. Add personal profile statement to your CV. Prepare and research widely around the competencies we have covered as well as the business context of the company. Download their financial statements and read around their strategy and key business risks. Best of luck for your interview!