

Skills Interview Competition Rubric

Competitor Name:

Judge Name:

Preparation and Professionalism

/25

- First impression: handshake, greeting, eye contact, expression, appearance
- Poise and confidence: calm, focused demeanour, positive answers, enthusiasm

Comments:

Questions

- Communication skills: able to articulate answers well and in a positive and interesting fashion
- Strength and weaknesses: able to illustrate strengths and explain weaknesses positively
- Qualifications and abilities: able to illustrate skills and abilities required to perform the job

Standard Questions

/25

Comments:

Behavioural Questions

/25

Comments:

Negative/Stress Questions

/25

Comments:

Total

/100

Overall comments:

Question List

Standard Questions:

- Tell me about yourself.
- Where do you see yourself in three to five years?
- What are your major strengths?
- What have you learned from your education that will make you successful?
- Why do you want to work for us?
- Are you a team player?
- Do you have a geographical preference? Are you willing to relocate?

Behavioural Questions:

- Tell me about a time when...
 - Teamwork skills
 - Communication skills
 - Leadership skills
 - Planning skills
 - Analytical skills
 - Motivational skills
 - Conflict management skills
 - Interpersonal skills
 - Technical knowledge
 - Creativity
 - Adaptability
 - Customer service
 - Dealing with change
 - Working in unstructured situations
 - Management of people

Negative/Stress Questions:

- Give me an example of a time when something you tried to accomplish and failed.
- Why do you think you are the best candidate for this job?
- What is your greatest weakness?

- What area will you need to work on the most to do this job well?
- Describe your best boss and your worst.
- Under what management style do you work most efficiently?
- What have you learned from your mistakes?