

**CONSTRUCTION**  
people

# PREPARATION FOR BEHAVIOURAL INTERVIEW QUESTIONS

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YOUR HANDY GO-TO GUIDE

From the answers you give about past scenarios and how you handled them, the interviewer will be better able to predict your likely future performance.

The interviewer is trying to ascertain how you approach and respond to situations.

You could be the best candidate if you come prepared.



# STAR method to answer behavioural interview questions

Review the job description for the role you'll be interviewed for and think about any past experiences you've had that could demonstrate you can meet the key criteria

Then practice using the STAR method to answer questions, ie. situation, task, action, result.



## Situation

What is the context of your past situation that connects to the current role on offer?  
Set the scene.



## Task

What role did you play in the past situation? What were your responsibilities?



## Action

How did you overcome the challenge in the past situation? What action did you take?



## Result

What positive change occurred because of the action you took in the past situation?  
Ensure you provide concrete examples.

We have provided a practice template on the next page.

# Preparation for STAR - Template

Situation



Action



Task



Result

We have provided sample questions on the next page along with some tips.

# Sample behavioural interview questions

**Behavioural interview questions are about real-life examples. The questions will be about your past experiences, how you specifically navigated situations relevant to that role, and how that can transfer into the new position.**

- Can you describe a past project you worked on that showcases you are a team player? Mentioning communication and collaboration is essential for this answer and how your share of the project played into the overall project's success.
- Describe a stressful work situation you've had and what you did to overcome it? Try and frame your response around converting a challenge into an opportunity.
- Think of a time when you came across a difficult stakeholder – what did you do to resolve the situation? Focus on how you can solve problems via your communication skills.
- In the past, if a colleague has had a different viewpoint to yours, how did you navigate this? You want to explain how you managed to find the middle ground via discussion, compromise, and diplomatic agreement.
- Have you been comfortable delegating work in the past, and how did you go about this? For example, you could mention the communication strategy you used and what steps you took to empower others.
- What would you consider to be your most outstanding professional accomplishment? Make sure your answer plays into the new role description along with gearing your response towards what motivates you.

# THE TEAM

Ian founded Construction People in 2008 and has since been dedicated to driving the companies' growth and client relationships. Beginning his career at Hays in 2001, he now has over 20 year's recruitment experience within the construction industry.

In 2010, Todd joined his brother, Ian, at Construction People, to assist with expanding services and resourcing. Coming from a financial planning background, it has always been Todd's desire to help people reach their personal and professional goals.



**Ian Richardson**

Managing Director  
and  
Recruiter



**Todd Richardson**

Managing Director  
and  
Recruiter

**CONNECTING  
PEOPLE**

**CREATING  
OPPORTUNITIES**