

Tips for Behavioural Interviewing

What is a Behavioural Descriptive Interview (BDI)?

BDI questions are like a sneak peek into your future performance, based on your past experience in work, school, volunteering, or life in general! These questions are crafted to uncover your standout experiences using the STAR format—Situation, Task, Actions, and Result. Get ready to dive into your stories with prompts like "share with us an example that demonstrates..." or "talk about a time...". It's storytime, but with a purpose!

BC Assessments Interview Format:

In all our interviews, we add some excitement with competency-based behavioral questions to see how you shine at every level in our organization. We choose specific skills from the job description for each role and create questions around them. Since we're looking for your standout abilities (like service orientation), our questions will give you the chance to share a story of a time when you demonstrated that particular skill. Get ready to impress us with your experiences!

We streamline our interview process by using WebEx to connect with candidates near and far. WebEx interviews are just as effective as in-person ones, and everyone is evaluated equally regardless of being in-person or virtual. If you're part of a WebEx interview, we'll provide all the info you need to feel prepared and comfortable. Get ready to shine from wherever you are!

Don't forget:

- These are your stories – speak authentically and proudly about them. We aren't looking for key words; rather we are looking for you to demonstrate your skills and experience for each competency.
- Use "I" language. We all love teamwork, but what we want to hear in an interview is about you! What was your part, your involvement, your initiative, your contribution? Everyone on the "other side of the table" remembers what it is like to be on your side in the interview.
- Breathe and be yourself.

How do I prepare?



Focus on the competency first.

Let's start with the standout skill! What are we assessing? What does this skill mean? And what's your best story to demonstrate this talent?



Think of your success stories!

Where did you shine the brightest? What stories can you share that you are really proud of?



Design your answers.

Think of designing your answers like an airport – well laid out and easy to follow! Remember, we haven't seen or heard your answers before and have no idea what your role was, what the situation was, or where you are going with your answer. Lay it out so that it is easy for us to follow.



Reflect on how relevant your examples are.

Where possible, make sure your examples are relevant – both for the role that you are applying for and how recent the example is!



Take notes!

Jot down your answers, but during the interview, aim to speak naturally without relying heavily on your notes. If you've truly done all those amazing things you plan to discuss, they should flow naturally from your memory. Use your notes as a quick reference if needed, but that's about it.

