

What Did You Learn?

Please complete the following questions as accurately as you can to see what you have learned in this course.

1) **Assessing whether a candidate will “fit” and “thrive” in the department and UMMS culture determines a _____ competency.**

- Technical
- Behavioral
- Skills
- Abilities

2) **“Tell me about yourself?” is an example of a _____ question.**

- Behavioral
- Competency
- Traditional
- Overview

3) **The “STAR” Model format of interviewing stands for:**

- Schedule, Test, Action, Result
- Situation, Task, Action, Response
- Situation, Task, Action, Result
- Skills, Test, Action, Result

4) **All of the following are examples of common interview mistakes, EXCEPT for:**

- Incomplete interview team
- Lack of preparation
- Using the 80/20 rule
- Pre-judging the candidates

5) All of the following are interview “Don’ts” on asking candidates’ questions, EXCEPT:

- Preface the question
- Remain silent for the response
- Justify the question
- Explain the rationale for the question

6) One guideline for team interviewing is to have all team members _____ and provide feedback on all candidates.

- Count
- Identify
- Score
- Schedule

7) A strong employer brand will help to _____ applicants and _____ turnover.

- Entice, Encourage
- Decrease, Increase
- Deter, Decrease
- Increase, Decrease

8) All of the following are considered “illegal” interview questions, EXCEPT:

- What is your date of birth?
- Are you authorized to work in this country?
- Do you have children, or plan to have children in the future?
- How did you learn to speak a foreign language?

9) One main role of the interviewer is to listen and learn as much as possible to assess technical, behavioral and cultural _____ for the position.

- Ability
- Experience
- Fit
- Scope