



Candidate - Recruitment Interview Question Support



Introduction

At Nottingham Trent University, we are committed to creating an inclusive and supportive environment.

As part of our commitment to inclusivity, we have put together this bank of interview questions to help you prepare for the next step. You will see there are sample questions which have been shared to support your interview preparation. This is not a prescriptive list, you **may be** asked some of these questions, therefore we encourage you to approach these sample questions thoughtfully.

Our interviews will combine competency and values-based questions, centred around [Our Principles, Our Ways](#) behavioural framework.

Please feel free to ask for any adjustments or support you may need during the interview process. We are here to support you every step of the way. If you require any help or support, please contact the [Resourcing Team](#).

Best of luck, and we look forward to getting to know you better.

Question Themes

We Change Lives: Relationships with Others & Delivering through Others

Teamwork

Problem Solving

We Are Bold: Developing Ourselves, Adaptability, Problem Solving

Adaptability

Problem Solving

Personal Development

We do the Right Thing: Accountability and Planning & Delivering Work

Professionalism



We Change Lives: Relationships with Others & Delivering through Others

Teamwork

- Tell me about a team you have been a member of:
 - What contribution do you feel you made to this team?
- How do you adapt your approach when working with individuals from different backgrounds?
- Can you describe a situation where you went above and beyond to support a team member who was facing a challenge?
- As a colleague/line manager, how would you support the wellbeing needs of others (students and colleagues you may come across in your role)?

Problem Solving

- Have you had to deal with any situations of conflict?
 - What did you do to resolve this?
- How do you communicate the lessons you've learned from mistakes to others?



We Are Bold: Developing Ourselves, Adaptability, Problem Solving

Adaptability

- Can you describe a situation where you had to adjust your objectives or plans to address changing organisational priorities?

Problem Solving

- Can you share an example of a time when you faced unexpected challenges or obstacles while trying to deliver on a promise?
- Tell me about an idea you've had that has led to a specific improvement.
- Give me an example of a time where you have used your initiative, and you have used previous experience to solve a particular problem.

Personal Development

- What attracts you to this opportunity?
- What are your long-term goals, and how do you think you can achieve them here?
- What skills/knowledge would you like to develop further?
- Can you provide an example of a specific goal you set for yourself and how you went about achieving it?



We do the Right Thing: Accountability and Planning & Delivering Work

Professionalism

- How do you hold yourself accountable for delivering on promises, even in high-pressure or demanding situations?
- How do you hold yourself accountable for progressing towards those goals?
- Are you aware of or have you used any specific planning tools or techniques?
- Can you share an example of how you have implemented changes that continue to deliver positive results over time?