

TEACHER BEHAVIOUR/COMPETENCY BASED INTERVIEW QUESTIONS

The school you are visiting may ask some or even none of the questions below, but this will help you remember past experiences, triumphs and challenges and help prepare your memory for any more technical and vocationally based questions you may be asked. Please have a read-through and feel free to include personal triumphs in your response, if relevant.

General Questions

- What do you know about our School?
- Why choose us above other Schools?
- How do we interact with the wider community?
- What are our core values? How do you identify with these?
- Why are you leaving your previous position?
- Why can you not go further in your current School?
- What is your worst teaching experience? What did you learn from it?
- What is your best teaching experience? Tell me about what you did.
- What are you very good at?
- What are you not good at?
- Which skills will you bring with you? What can you offer us?
- What could neglect look like in an international school?
- What is your approach to teaching and learning?
- How would colleagues describe you?
- How would you create a personalised approach to teaching
- How do you create assessments of your success/ your student's success?
- What is your approach to DEI&J
- How do you meet the needs of all learners in your classroom?
- How would you approach challenging behaviour from a child?
- Describe your teaching philosophy.

Teacher Interview Questions - Personal Qualities:

- Why do you want to teach?
- What do you enjoy most about teaching?
- Tell me three things you believe about teaching.
- Why do you want to teach in our School District?
- You have heard students complaining constantly about another teacher. What would you do?
- What are your plans for continuing your professional growth?

Teacher Interview Questions - Teaching Experiences:

- Please review for us your teaching experiences, such as levels, subjects taught, years, location, etc.
- Please tell me about your most challenging experience while working with children or in the classroom.
- What was your most rewarding experience during student teaching?

- How well has your college/university prepared you for the field of teaching?
- What experience have you had with students from culturally diverse backgrounds?

Teacher Interview Questions - Delivery/ Presentation Skills:

- Describe the best lesson you have delivered. Why was it successful?
- Describe your typical lesson.
- How will you work with students with varying abilities?
- If students were having difficulty teaming a skill or concept, what would you do?
- What techniques would you use to be sure that students understand?
- How do you feel when a student fails?
- What techniques do you use to keep students actively involved during a lesson?
- It seems like there is never enough time to cover the curriculum or to get children to master content and skills. Would you comment on that?
- Are you constantly searching for things you can show, tell, or demonstrate to students? Tell us about a recent discovery, something that you have found.
- How do you work with the unmotivated student?
- Tell me some specific motivational strategies you use to motivate students about teaming.
- Given the material that must be taught, what is the optimum way to cover all subjects and still meet individual needs? How does the management of your classroom facilitate this?
- What would you do if 50% of a class did poorly on a test?
- Have you developed any new ideas about teaching in the past few months? Describe one or two of them for us.

Teacher Interview Questions - AI and Technology Skills:

- How would you apply AI or other technology to enhance daily instruction and increase student learning?
- What activities has this technology replaced, if any?
- Are you comfortable with the use of technology in the classroom?
- What are your computer skills? What computer software have you used?
- What technology-based activities do you have your students do?
- How are you integrating AI into the classroom? What are the ethical challenges you see happening with AI?

Teacher Interview Questions - Planning Skills:

- How well organised are you? Why is organisation important for a teacher?
- What do you include in your daily lesson plans?
- Do you prefer to do long-term or short-term plans? How do you plan for instruction?
- How closely do you follow your plans?
- How do you feel when you don't meet a deadline? What do you do when students do not meet their deadlines?
- What are some of the considerations you make when planning your lessons?
- How do you go about planning a unit?
- How much homework will you assign? How do you know how long it will take your students?

Teacher Interview Questions - Classroom Leadership:

- Describe your philosophy regarding classroom leadership.
- What was your most challenging discipline problem, and how did you handle it?
- What techniques would you use to handle differing and challenging behaviours that may arise in your classroom?
- A student is consistently late to your class. How do you handle the situation?
- What kinds of rules do you have in your classroom? How are they established?
- What do you feel are the most important factors in classroom discipline?
- Which techniques do you use to increase the probability that students will behave appropriately towards each other?
- Share three interesting techniques used in the classroom.
- Describe a situation in your last job when you felt pressure. How did you handle it?
- What is your attitude towards individual vs. total class punishment?
- Compare negative and positive reinforcement and describe the effects of each.

Teacher Interview Questions - Knowledge of Subject:

- What coursework have you taken that has made you especially suited for this position?
- What kinds of materials and supplies would you need to do your best job?
- Are there any materials you have used that you find are especially effective for slow learners or bright students?
- What kinds of tests do you like to give?
- Describe your educational background and teaching experience related to your subject area.
- How do you stay current in your field?
- In which curriculum area do you feel particularly strong?
- What goals do you hope to achieve in your subject?

Teacher Interview Questions - Relationships With Colleagues, Parents, and Students:

- Are you willing to sponsor any extra-curricular activities?
- What kind of person do you like to work for?
- What kind of people do you find it difficult to work with and why?
- How do you feel about parent contact?
- How would your students describe you as a teacher?
- Tell me some ways you would involve parents in your classroom.
- How do you let parents know the progress of their child?
- In your opinion, how effective are parent conferences in solving student problems?
- What would you tell a parent who complained about his/her child not having enough homework?
- How much do you want to know about your students in order to be most helpful to them?
- What three things do you most want to know about your students?
- What would you do if your Principal made a decision you didn't like?
- Give an example of how you handle conflicts.

General Competency-Based Interview Questions

Adaptability: Adjusts to changing environments whilst maintaining effectiveness

- Which change of job did you find the most difficult to make?
- Tell us about the biggest change that you have had to deal with. How did you cope with it?

Communication- Communicates effectively, listens sensitively, adapts communication to the audience and fosters effective communication with others.

Verbal

- Tell us about a situation where your communication skills made a difference.
- Describe a time when you had to win someone over who was reluctant or unresponsive.
- Describe a situation where you had to explain something complex to a colleague or a client. Which problems did you encounter, and how did you deal with them?
- What is the worst communication situation that you have experienced?
- How do you prepare for a lesson?
- Tell us about a situation when you failed to communicate appropriately.
- Demonstrate how you vary your communication approach according to the audience that you are addressing.
- Describe a situation when you had to communicate a message to someone, knowing that you were right and that they were wrong and reluctant to accept your point of view.

Listening

- Give us an example where your listening skills proved crucial to an outcome.
- Tell us about a time when you were asked to summarise complex points.
- Tell us about a time when you had trouble remaining focused on your audience. How did you handle this?
- What place does empathy play in your work? Give an example where you needed to show empathy.
- Describe a situation where you had to deal with an angry or upset parent/ child.

Written

- What type of writing have you done? Give examples. What makes you think that you are good at it?
- How do you prepare for a lesson/ tutorial period etc?
- What positive and negative feedback have you received about your writing skills? Give an example of one of your reports being criticised.
- How do you plan the writing of a report?

Conflict management: Encourages creative tension and differences of opinion. Anticipates and takes steps to prevent counterproductive confrontations. Manages and resolves conflicts and disagreements in a constructive manner.

- Tell us about a time when you felt that conflict or differences were a positive driving force in your organisation. How did you handle the conflict to optimise its benefit?
- Tell us about a time when you had to deal with a conflict within your classroom..
- Tell us about a situation where conflict led to a negative outcome. How did you handle the situation and

what did you learn from it?

- Give us an example where you were unable to deal with a difficult situation

Creativity and Innovation - Develops new insights into situations; questions conventional approaches; encourages new ideas and innovations; designs and implements new or cutting-edge programs/processes.

- Tell us about a project or situation where you felt that the conventional approach would not be suitable. How did you derive and manage a new approach? Which challenges did you face and how did you address them?
- Tell us about a time when you had to convince a senior colleague that change was necessary. What made you think that your new approach would be better suited?

Decisiveness- Makes well-informed, effective, and timely decisions, even when data are limited or solutions produce unpleasant consequences; perceives the impact and implications of decisions.

- What big decision did you make recently? How did you go about it?
- How did you reach the decision that you wanted to change your job?
- Give an example of a time when you had to delay a decision to reflect on the situation. What did you need to do this?
- What is the decision that you have put off the longest? Why?
- When is the last time that you have refused to make a decision?
- Tell us about a time when you had to decide without knowing the full facts.
- Tell us about a situation where you made a decision that involuntarily impacted negatively on others. How did you make that decision, and how did you handle its consequences?
- Tell us about a decision you made, that you knew would be unpopular with a group of people. How did you handle the decision-making process, and how did you manage expectations?
- Tell us about a situation where you made a decision too quickly and got it wrong. Why did you take that decision?

Delegation

- What type of responsibilities do you delegate?
- Give examples of projects where you made the best use of delegation.
- Give an example of a project or task you felt compelled to complete independently. What stopped you from delegating?
- Give an example of a situation where you reluctantly delegated to a colleague. How did you feel about it?
- Give an example where you delegated a task to the wrong person. How did you make that decision at the time, what happened, and what did you learn from it?

External awareness- Understands and keeps up-to-date on local, national, and international policies and trends that affect the school

- Describe through examples drawn from your experience how you measure and take account of the impact of your decisions on external parties.

- Give an example where you underestimated the impact of your decisions on parents or other people external to the school.

Flexibility - Modifies approach to achieve a goal. Is open to change and new information; rapidly adapts to new information, changing conditions, or unexpected obstacles.

- Describe a situation where you had to change your approach halfway through a lesson following new input or external influence
- Describe a situation where you thought your approach was the best but needed to alter your course during the implementation.
- Describe a situation where one of your lessons suffered a setback due to unexpected circumstances changes.
- Describe a situation where you were asked to do something you had never previously attempted.
- Give us an example of a situation where your initial approach failed, and you had to change tack.
- Describe your strongest and your weakest colleagues. How do you cope with such diversity of personalities?
- If we gave you a new group of children to teach, how would you decide how to approach it?

Independence - Acts based on convictions and not systematically the accepted wisdom

- Which decisions do you feel able to make on your own, and which do you require senior support to make?
- Describe a situation where you had a disagreement or an argument with a superior. How did you handle it?
- When do you feel it is justified to go against accepted principles or policy?
- Which constraints are imposed on you in your current job, and how do you deal with these?
- When did you make a decision that wasn't yours to make?
- When have you gone beyond the limits of your authority in making a decision?

Influencing - Ability to convince others to own expressed point of view, gain agreement and acceptance of plans, activities or products.

- Describe a situation where you were able to influence others on an important issue. What approaches or strategies did you use?
- Tell us about an idea that you managed to sell to your leader, which represented a challenge.

Integrity - Ability to maintain job-related, social, organisational and ethical norms.

- When have you had to lie to achieve your aims? Why did you do so? How do you feel you could have achieved the same aim in a different way?
- Tell me about a time when you showed integrity and professionalism.
- Tell us about a time when someone asked you something that you objected to. How did you handle the situation?
- Have you ever been asked to do something illegal, immoral or against your principles? What did you do?
- What would you do if your boss asked you to do something illegal?

- Tell about a situation in which you had to remind a colleague of the meaning of "integrity."

Leadership - Acts as a role model. Anticipates and plans for change. Communicates a vision to a team.

- Tell us about a situation where you had to get a team to improve its performance. What were the problems, and how did you address them?
- Describe a change where you had to drive a team through change. How did you achieve this?
- Describe a situation where you needed to inspire a team to change. What challenges did you meet, and how did you achieve your objectives?
- Tell us about a situation where you faced reluctance from your team to accept the direction that you were setting.
- Describe a project or situation where you had to use different leadership styles to reach your goal.
- Tell me about a time when you were less successful as a leader than you would have wanted to be.
- How would you lead through a situation with two or more colleagues in conflict?

DEI&J - Fosters an inclusive workplace where diversity and individual differences are valued and leveraged to achieve the vision and mission of the organisation.

- What does DEI&J mean to you?
- Give an example of a situation or project where a positive outcome depended on the work of people from a wide range of backgrounds and ideas
- Tell us about a time when you included someone in your team or a project because you felt they would bring something different to the team.

Resilience and tenacity - Deals effectively with pressure; remains optimistic and persistent, even under adversity. Recovers quickly from setbacks. Stays with a problem/line of thinking until a solution is reached or no longer reasonably attainable.

- Tell us about a situation where things deteriorated quickly. How did you react to recover from that situation?
- Tell us about a lesson or situation where you achieved success despite the odds being stacked against you. How did you ensure that you pulled through?
- Tell us about your biggest failure. How did you recover, and what did you learn from that incident?
- Give us an example of a situation where you knew that a task would place you under great pressure. How did you plan your approach and remain motivated?
- How do you deal with stress? Give us an example of a situation where you worked under pressure.
- Under what conditions do you work best and worst?
- Which recent situation has caused you the most stress? How did you deal with it?
- What did you lose your temper over?
- When was the last time that you were upset with yourself?
- What makes you frustrated or impatient at work?
- What is the biggest challenge that you have faced in your career? How did you overcome it?
- Tell us about a time when you wanted to push one of your ideas successfully despite strong opposition.

- Which course or topics have you found most difficult? How did you address the challenge?

Risk-taking - Takes calculated risks, weighing up pros and cons appropriately.

Tell us about the risks that you have taken in your professional or personal life. How did you go about making your decision?

- What is the biggest risk that you have taken? How did you handle the process?
- Please describe one of your current or recently completed projects, setting out the risks involved. How did you make decisions? How do you know that you made the correct decisions?
- What risks do you see in moving to this new post?

Sensitivity to others - Aware of other people and the environment and their impact on them. Takes into account other people's feelings and /or needs.

- What problems has one of your staff or colleagues brought to you recently? How did you assist them?
- Tell us about an unpopular decision that you made recently. What thought process did you follow before making it? How did your colleagues/ students react, and how did you deal with their reactions?
- When was the last time that you argued with a colleague?
- When did you last upset someone?
- What steps do you take to understand your colleagues' personalities? Give an example of a time when you found it hard to adjust to a colleague.

Teamwork - Contributes fully to the team effort and plays an integral part in the smooth running of teams without necessarily taking the lead

- Describe a situation in which you were a member of a team. What did you do to contribute to it positively?
- Tell us about a situation where you played an important role in a project as a member of the team (not as a leader)
- How do you ensure that every member of the team is allowed to participate?
- Give us an example of a time when you worked in a dysfunctional team. Why was it dysfunctional, and how did you attempt to change things?
- How do you build relationships with other members of your team?
- How do you bring difficult colleagues on board? Give us an example of how you had to do this.

Safeguarding

- What does safeguarding mean to you?
- What would you do if a child disclosed something concerning?
- How do you maintain professional boundaries with students?
- Have you ever had to escalate a safeguarding concern?