



HINTS FOR THE BEHAVIOUR DESCRIPTION INTERVIEW



The Edmonton Police Service uses the “STAR” Behaviour Description Interviewing (BDI) format which is based on the principle that past performance is indicative of future behaviour. Six provincial Patrol Constable Competencies have been identified profiling job related criteria or standards sought from all prospective candidates. The purpose of this interview is to solicit relevant examples of the competencies from you, the interviewee. The interviewer will ask you a set of prepared questions intended to evaluate your suitability based on these competencies. The BDI is designed to minimize subjective impressions by objectively evaluating examples in relation to how you, the candidate, have exhibited these competencies in the recent past. This interview is weighted heavily in the selection process and is crucial to your success.

You will be asked to answer at least one question for each competency. Your answer should contain the *Situation or Task*, your *Action* and the *Result* (STAR). Take the time to collect your thoughts, and organize your answer before replying. Each example should demonstrate favorable actions or behaviors you exhibited during your schooling, work experience, or other life situations which meet the criteria of each competency. Your role in the situation must be clear, detailing concisely your participation in the event. In addition, your response should be specific. It should provide dates, times, and should include the names of the other persons involved. The situations you describe should be relatively recent (within the last 5 years) and should be presented in a way that reflects positively on you. Be prepared to answer probing questions in relation to the event. Request clarification if you do not understand the question. Finally, be careful in your use of language; avoid the use of acronyms or slang.

It is suggested that you prepare at least two or three examples for each competency. This will better prepare you for a wide variety of potential questions. You may find the following helpful:

- Review the competencies and recall recent situations which show favorable actions or behaviors *you* exhibited that are consistent with each competency. These examples can be drawn from schooling, work experience or other life situations.
- Prepare clear and concise descriptions of each situation. Clearly describe *your* actions in each situation and describe the result. Write these examples down!
- Practice! Find a listener and receive feedback. Videotape yourself, then watch and critique yourself. If neither option is available, you may find it helpful to practice your responses in front of a mirror.

This interview should be 1 – 1 ½ hours in duration. Be aware that the interviewers will be taking copious notes throughout the interview.

If you are successful in this interview, your application will proceed to a background investigation. During this stage, the background investigator may verify your examples for accuracy and consistency. In addition, examples may be subject to review during the polygraph examination. It is imperative that you be totally honest in your responses. Embellishments or omissions will negatively impact your success in the selections process.