



Medicines & Healthcare products Regulatory Agency

Interview Proforma: Strengths

Strengths are the things that we do regularly, do well and that motivate us. Strengths are not defined by grade.

Scoring guidance:

2 - Learned Behaviour	4 – Strength
Lower engagement, Higher capability, Some use	Higher engagement, Higher capability, Higher use
1 - Weakness	3 - Potential Strength
Lower engagement, Lower capability, Lower use	Higher engagement, Some capability, Some use

Candidate Name	
Job Title and Job Code	
Panel Member Name	
Interview Date	
Total Score	

To assess Strengths, candidates need to be asked a baseline question ahead of the actual marked questions. This provides the candidate with the opportunity to talk positively about something and allows you as a panel to see and hear in their individual response when the candidate is engaged and motivated and demonstrating something as a strength. Responses to baseline questions are not given a marking but you are then able to baseline this level of response against that of their subsequent responses to the assessed questions.

Baseline questions are not aligned to any one particular strength but are based around something which is likely to prompt a positive response from candidates and could relate to something either in or out of work. Some possible baseline questions:

- Tell us about something you've done recently that you've really enjoyed.
- What things do you enjoy doing when you are not at work?
- Tell us about something you've done in your work that you really enjoyed.

Baseline Question

Q.



Strength

Description.

Q.



Rating: /4

Strength

Description.

Q.



Rating: /4

Strength

Description.

Q.



Rating: /4

Strength

Description.

Q.



Rating: /4