Behavioural Based Interview Questions

The City of Brampton hires the best qualified candidates for the job by gathering factual information about an applicant so that we can objectively assess his/her ability to do the job. This is achieved by asking specific types of questions called behavioural interview questions. Behavioural based interviewing is based on the concept that past behaviour is the best predictor of future behaviour. Our goal is to select the people who have the skills and experience to meet the requirements and expectations of the position.

The City of Brampton suggests that you invest time researching how to appropriately respond to these types of questions. Here is an example of a behavioural based question and a suggested strategy of how to respond:

Question: Describe a recent situation in which you had to overcome an obstacle to achieve a particular outcome.

Response: Using a strategy known as the STAR interviewing response technique your response should follow this format:

S Situation: Describe the specific circumstances of the situation. Do not be general.
T Task: Describe your specific role or involvement in the situation. What were you personally responsible for?
A Action: Describe what specific action you took in that situation.
R Result: Describe how the situation ended up. What did you accomplish through your action? What did you learn?

Try to use work related examples to answer these types of questions.