# Behavioural interviewing

Behavioural interviewing is based on the principle that past behaviour predicts future behaviour. Asking the candidate questions about how they behaved in the past is a good way of predicting how they will behave in the future.

Effective behavioural interviewing asks questions in a non-threatening, structured way. This encourages candidates to talk about what actually happened in selected situations, what they did, how they thought and felt.

Information that should be collected from the candidate’s answer includes:

* the situation or task;
* the action taken by the candidate; and
* the result or outcome.

## Examples of behavioural questions include:

‘Can you tell me about a particular initiative you developed to implement change in your past role?’

‘Sometimes in the course of the day, we come across a situation or problem that someone else has missed and could have been important if not addressed. Give an example of when you have experienced a similar circumstance or situation.’

‘Talk about a stressful situation you have experienced.’

‘Describe a time when you have had trouble seeing eye to eye with someone in your role on a farm.’

## Example interview questions

*Below is a list of*[*questions*](http://www.thepeopleindairy.org.au/LiteratureRetrieve.aspx?ID=41902) *that you can edit and use when conducting interviews.*

### Personal competencies

* Where do you think you will be in 5 years’ time? (Within the industry?)
* What has been the highlight of your career so far?
* What are the most interesting aspects of your recent career?
* What skills do you have that make you the best person for this job?
* What are the most valuable skills that you could bring to this role?
* Tell me about any involvement you have with the industry outside of your workplace.
* Are there any physical constraints that we need to be aware of in your capacity to carry out the requirements of this role?
* Can you briefly outline a time when you were required to work under pressure.
* What do you think is the least enjoyable aspect of working in the agriculture industry?
* What sources of information do you use to keep your skills updated and relevant?
* Working within this industry can sometimes involve ‘non-standard hours’. Is there anything that would prevent you being available to work irregular times?
* Tell me about a time you introduced a new idea or way of doing something into your workplace.
* Can you outline a time when you have introduced a new idea or method to the workplace?
* Have you ever had issues with a previous boss or employee? How did you manage the situation?

## Examples of questions to determine technical competencies – Choose the questions relevant to your industry to further develop

### DAIRY

* Tell us about your skills in maintaining farm machinery.
* If you had a situation where cell counts were rising dramatically, describe the steps you would take to manage that problem.
* What experience have you had with herd management recording programs?
* Which dairy software programs are you familiar with and able to use?
* How have you addressed the problem of a lame cow in the herd in the past?
* Tell us about what you have used to manage pastures in a wet winter.

### COTTON

* Tell us about any skills you have in maintaining gin equipment or farm machinery.
* Tell us about a time you have maintained, or assisted with the maintenance of a cotton gin or spinning machine.
* Which software programs are you familiar with and able to use?
* Tell us how you would use chemicals to manage crops and pastures in a safe manner.

### GRAINS

* Tell us about any skills you have in maintaining farm equipment or machinery.
* Which software programs are you familiar with and able to use?
* Tell us how you would use chemicals to manage crops and pastures in a safe manner.

### MEAT AND LIVESTOCK

* Tell us about any skills you have in maintaining farm equipment or machinery.
* What experience have you had with herd management recording programs?
* Which software programs are you familiar with and able to use?