

## Graduate Training Schemes 2017 Intake

### General Management and Procurement and Logistics

#### Feedback from Stage 2: Preliminary Interviews

There were 4 questions asked at preliminary interview stage of all candidates across all schemes. Candidates who had applied for multiple schemes, and were successful at shortlisting, only had to undergo one preliminary interview.

The following 4 NHS Leadership Model dimensions being assessed at preliminary interview were:

<b>HCLM Dimension</b>	<b>We wanted candidates to demonstrate:</b>
Inspiring Shared Purpose	<ul style="list-style-type: none"><li>• Ambition and drive and an interest in HSC career</li><li>• Interest in gaining educational qualification as part of the scheme</li><li>• Interest in creating HSC networks and support</li><li>• A greater awareness and understanding of HSC and its values</li><li>• Confidence in own abilities</li><li>• Interest in developing themselves</li></ul>
Leading with Care	<ul style="list-style-type: none"><li>• An awareness and understanding of others and any changes in their behaviours</li><li>• Empathy and understanding when dealing with others</li><li>• Their approachability</li><li>• An ability to create supportive conditions</li><li>• A positive outcome</li></ul>
Evaluating Information	<ul style="list-style-type: none"><li>• Ability to identify opportunities</li><li>• How information can be used to create new ideas</li><li>• Decision making skills based on information</li><li>• Excellent communication skills across a range of stakeholders</li><li>• An awareness of the need to measure and monitor change to demonstrated success</li><li>• Evidence of dealing with conflict or opposition to change</li><li>• A positive outcome</li></ul>
Developing Capability	<ul style="list-style-type: none"><li>• An example of when they have actively sought feedback – positive or negative</li><li>• Undertaking a variety of development activities</li><li>• The importance of self-development</li><li>• Evidence of change in own behaviour as a result of feedback and development</li></ul>

General Feedback:

- Candidates should listen carefully to, and ensure they respond to, the question being asked
- Candidates should spend time reviewing the NHS Healthcare Leadership Model as this is forming the basis for assessment– candidates often failed to demonstrate an awareness of the model
- Candidates should consider using an answer structure i.e. STAR to answer the questions, at times answers were unclear and difficult to follow
- Candidates are encouraged to use job or education based examples as far as possible to respond to the criteria. Candidates should think carefully about choosing an example that addresses the question and best demonstrates their ability in this area
- Candidates are advised to go into detail about their behaviours, decisions and the impact these had
- Candidates should ensure that examples have clear outcomes and that these outcomes are reflected on
- Candidates should ensure to elaborate on acronyms (at least once) for clarity of understanding
- Candidates are encouraged to make use of the contact person to chat about the schemes and the model in advance of submitting an application