

How to be successful in an ELT interview

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Summary



- Contexts
- Attitude, Awareness, Appearance
- Question types
- Using STAR answers
- **Practice**
- Awkward questions

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Contexts

- May be more than one interview
- Virtual, face-to-face
- Whole or part day:
 - Observed lesson
 - Written assignment
 - Psychometric tests
 - Interviews with prospective colleagues and students

Attitude

- Research, preparation
- Mindset
- Enthusiastic, curious
- Practise answering sample questions
- Learn from the experience

Awareness

- Listen
- Observe
- Do you want to work here?

Appearance

- Smart, head to toe (even for Skype interviews)
- Modest
- Comfortable, still fits, not too hot/cold, shoes?
- Piercings, tattoos...?

Question types

General/motivation

- What kind of a teacher are you?
- What CPD have you done recently? Why, and what did you learn?
- Why did you become a teacher?
- Why did you apply for this job?
- Why did you (want to) become a manager?

Behaviourial/competency

- Describe a situation when you helped a learner who was struggling or demotivated be successful, what did you do?
- Describe a situation where there were problems with class behaviour, what did you do?

More question types

Hypothetical

- Imagine: You've got some very unmotivated learners. What would you do?
- How would you teach a grammatical point in one hour and a half in a very fun, engaging way, but with a specific objective and plenty of results from the students?

Opinion

- What makes you think you are the best teacher for this job?
- If you had to choose a method, which one would you choose and why?
- What do you prefer, using coursebooks or materials light?

STAR answers

Situation – explain context, including any challenges

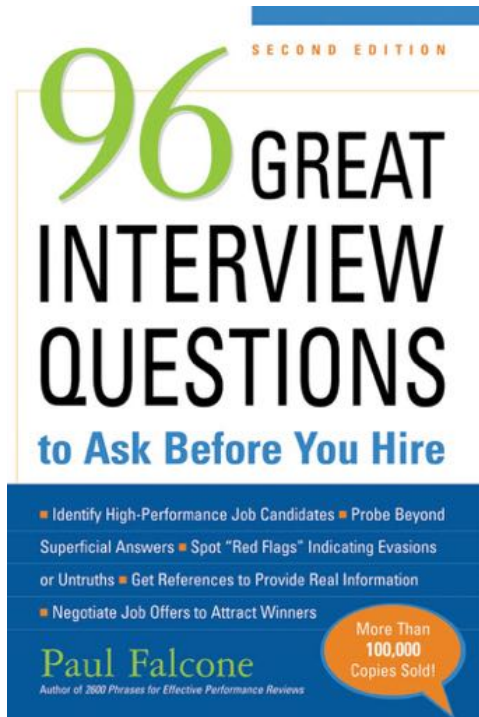
Task – what was your role?

Action – what you did, why, and how?

Result – what happened?

Be prepared to answer follow up questions, e.g. what you learned, would do next time?

Behavioural interview question + follow up



Initial Q: “Tell us about a time when you needed to bring bad news to your boss or a student or a person you manage”

Your initial answer...

Possible follow up Qs:

Was there a good outcome?

If this happened again, what would you do differently?

Practise in pairs

- Why did you become a teacher?
- Describe a situation where there were problems with class behaviour, what did you do?
- Describe a situation in which you led a team to deliver a challenging goal. What did you do to ensure you were successful?
- Bad news scenario
- What is the worst mistake you have ever made as a teacher (manager of teachers)?
- What disciplinary actions do you use in the classroom?
- Describe a situation when you have managed a teacher with performance or attitudinal problems. What did you do?

Remember STAR: Situation – Task – Action - Result

Awkward questions



- If you were reincarnated what animal would you like to be and why?
- How many telephones could you fit into a telephone box?
- What's your best/worst quality?
- How much do you earn?
- Can you start on Monday!

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