



VICTORIA POLICE

Behavioural interviews

The premise for behavioural interviews is that past performance is the best predictor of future performance. Questions asked allows applicants to describe specific experiences or actions they have previously taken. Answers from applicants allow the interviewers to make an informed decision around suitability based on the competencies. Verbal communication skills are also assessed during the interview.

[Preparation for behavioural interviews](#)

Applicants can prepare for behavioural interviews by:

- brainstorming past experiences that demonstrate strengths applicable to the position
- drawing from past experiences that is relevant to the position where you achieved a positive result from a negative situation
- selecting the best examples from your list of past experiences
- structuring responses to possible questions based on the above elements;
- performing mock interviews and role-playing.

When formulating possible responses for a behavioural interview, applicants may like to consider using the SAO approach. This approach refers to:

Situation – explaining the situation in which the experience occurred.

Actions – the action or actions you took in the experience.

Outcome – the outcome or outcomes of the experience.