

SAMPLE ABORIGINAL RELATIONS BEHAVIOURAL COMPETENCY QUESTIONS

*For additional sample questions please contact AskMyHR or your Hiring Advisor

Competency	Sample Questions
<i>Competencies that support PERSONAL EFFECTIVENESS</i>	
COMMITMENT	<ul style="list-style-type: none"> Share with us an example that demonstrates your ability to follow through on a commitment made to a customer (preferably Aboriginal). Follow-up: What did you learn during this process?
EMPATHY	<ul style="list-style-type: none"> Describe a situation where you needed to recognize and understand the emotions and viewpoint of someone from a culture different from yours (preferably an Aboriginal culture). Follow-up: What did you do? What is it about this experience you found difficult and what was easy for you?
INGENUITY	<ul style="list-style-type: none"> Tell us about a time you risked doing something that departed from standard policy or accepted work practice. How did you reach this conclusion? What was important as you took the risk? Follow-up: What was the overall impact of your actions?
OPEN LISTENING	<ul style="list-style-type: none"> Describe a situation in which it was necessary to be attentive and fully understand someone. How did you know this was necessary? What contributed to your effectiveness? What was a detractor? What did you notice about the other person as you demonstrated these behaviours?
SELF-DISCOVERY & AWARENESS	<ul style="list-style-type: none"> Think of a time when someone interpreted something you said or did that was different from your intention. Describe that for us. What did you learn from this experience? Follow-up: Did anything change for you as a result?
SUSTAINED LEARNING AND DEVELOPMENT	<ul style="list-style-type: none"> In the past, what have you done to learn about the culture, background, history, interests and concerns of those you served, in order to improve your ability to serve/be in relationship? What did you discover and what did you do with that knowledge? Follow-up: In this role, what are some of the steps you would take to learn in order to serve respectfully, knowledgeably and effectively?
<i>Competencies that support INTERPERSONAL RELATIONSHIPS</i>	
ABORIGINAL CENTERED SERVICE APPROACH	<ul style="list-style-type: none"> In your work, what have you done that is effective when serving a diverse population? Give us one example when you delivered this effective service. What did you see as especially important? Follow-up: What difference did your understanding make to your customer in this instance?
BUILDING A TRUST-BASED RELATIONSHIP	<ul style="list-style-type: none"> Describe a time when you needed to have ongoing interactions with an individual or group fundamentally different from you. What was your approach and why? Talk about some of the key learnings. What did you find was most important to ensure long-term success?
CULTURAL AGILITY	<ul style="list-style-type: none"> Tell me about a time when you adapted your approach with someone from an Aboriginal culture (or someone with a different background or culture from yours). What was the reason for making the change? How did you know what you needed to adapt? How did this affect the interaction? Follow-up: What worked and what didn't work? What did you do to adjust your approach? What did you learn and how will you bring this learning to this position?
EMPOWERING OTHERS	<ul style="list-style-type: none"> Tell us about a situation where you used leadership or influence to increase empowerment of a community, group or individual (preferably Aboriginal). What aspects of leadership and/or influence did you use and how? Follow-up: What were the results, both short- and long-term?
PROMOTING ACCORD	<ul style="list-style-type: none"> Please provide an example of a project or initiative where you effectively reconciled issues presented by one party (such as a First Nation) with the interests of multiple stakeholders. Follow-up: What steps did you take in this effort? What was the outcome of the situation?
<i>Competencies that support LEADING PEOPLE</i>	
CHANGE LEADERSHIP	<ul style="list-style-type: none"> In support of the vision of Aboriginal self-determination in British Columbia, how will you champion positive changes? What specific actions have you taken in the past to develop and implement ideas to achieve positive change for a particular community or organization? Follow up: What do you think was most important about your leadership in these types of situations?
CREDIBLE CHAMPION	<ul style="list-style-type: none"> Share with us a work experience in which you had to speak up and challenge a viewpoint or business practice even though you knew it would be controversial and could have far-reaching consequences. What motivated you to take action? What was the hardest part? Follow-up: How will this experience influence your approach in this position?

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<i>Competencies that support ACHIEVING BUSINESS RESULT</i>	
COLLABORATIVE PLANNING, ORGANIZING AND COORDINATING	<ul style="list-style-type: none"> Tell us about a time when you needed to collaborate with others (preferably in an Aboriginal or cross-cultural setting) on a project or task for which you were responsible. How did you go about this? Follow-up: How did you balance your needs with any priorities they may have had? What worked and what didn't work? How did it affect the level of collaboration?
MANAGING ORGANIZATIONAL RESOURCES	<ul style="list-style-type: none"> Collaboration, creativity, and the ability to take strategic risks are essential when managing and allocating organizational resources. Give us examples how you have demonstrated these skills while working with Aboriginal people, communities or organizations (or populations impacted by resource distribution in your organization). How did you measure results? Follow up: Regardless of the outcome, what was your definition of success?
PROCESS ORIENTATION	<ul style="list-style-type: none"> Tell me about a situation where you worked with Aboriginal rights-holders (or, alternatively, stakeholders representing a distinct cultural group) where you involved many people in the process. How did you go about involving everyone? Follow-up: What went well? What did you learn from the experience and how did that affect your practice in future situations?
STRATEGIC ORIENTATION	<ul style="list-style-type: none"> In your annual and longer-term planning, how have you ensured that the interests of Aboriginal rights holders remain front and centre (or if no direct experience, those of key stakeholders)? How do you define what those interests are? Please provide us with a few specific examples. Follow-up: How does your past approach translate to this role? What opportunities do you see?
SAMPLE CONTEXT STATEMENTS	<ul style="list-style-type: none"> Part of the _____role involves working respectfully, knowledgeably and effectively with Aboriginal clients. For that reason, the Aboriginal Relations Behavioural Competency _____is necessary to be successful in this position. In this role, you will serve and collaborate with Aboriginal people; it is important to be aware of the unique status of Aboriginal people in Canada, as well as their historical experiences under a colonial government. For that reason (list aboriginal relations competencies) are necessary to be successful in this position. In this role, you will be collaborating with First Nations, each with unique cultural backgrounds, history, interests, and issues, and with varying levels and stages of legal agreements between the BC Government and each First Nation. The BC Public Service places special importance upon working respectfully, knowledgeably, and effectively with Aboriginal people, communities, and organizations.