

EVIDENCE-BASED APPLICATIONS

STRONG EXAMPLES.
CLEAR EVIDENCE.
BETTER RESULTS.

Employers want to see real examples of your skills in action. Evidence-based answers show what you did, how you did it and the positive impact you made.



WHY IT MATTERS

Evidence-based answers help employers understand your abilities, build confidence in your application and increase your chances of being shortlisted and offered the role.



THE STAR METHOD

A simple way to structure your examples.



SITUATION

Describe the situation or context. Where and when did it happen?



TASK

Explain the task or challenge you needed to do.



ACTION

Describe the actions you took. What did you do and how did you do it?



RESULT

Explain the outcome. What was the result of your actions? What impact did it have?



Be specific, honest and focus on your own contribution.



TOP TIPS

- ✓ **Read the question carefully**
Understand what the employer is asking before you start.
- ✓ **Plan your answer**
Take a moment to think about the best example you can use.
- ✓ **Use the STAR method**
Structure your answer so it's clear, focused and easy to follow.
- ✓ **Be specific**
Use real details, facts and figures where possible.
- ✓ **Show the impact**
Explain the positive difference you made.
- ✓ **Stay relevant**
Make sure your example matches the skill or value being assessed.
- ✓ **Keep it concise**
Aim for clear, focused answers that get to the point.



REAL EXAMPLES. REAL IMPACT.

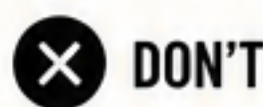


APPLICATION ANSWERS DO'S & DON'TS



DO

- Answer all parts of the question.
- Use clear and positive language.
- Use the STAR method.
- Give examples from work, volunteering, education or projects.
- Check your spelling and grammar.
- Keep to the word limit.



DON'T

- Don't write in general terms.
- Don't copy and paste the job description.
- Don't exaggerate or make things up.
- Don't use 'I' without showing what you did.
- Don't ignore the word limit.
- Don't forget to proofread.



QUALITY ANSWERS
SHOW QUALITY CANDIDATES.

COMMON COMPETENCY AREAS EMPLOYERS ASK ABOUT



TEAMWORK

Working well with others to achieve a common goal.



COMMUNICATION

Sharing information clearly and listening to others.



PROBLEM SOLVING

Finding solutions and making good decisions.



TIME MANAGEMENT

Managing time and priorities to meet deadlines.



INITIATIVE

Taking action and showing motivation without being asked.



ADAPTABILITY

Being flexible and adapting to change and new situations.



Employers don't just want to know what you can do, *they want proof.*
Use strong examples. Show your impact. Stand out from the rest.