



This guide shares information on each of the Co-op behaviours as well as some helpful tips ahead of your interview.

The interview will include questions which focus on your:

- Skills
- Experience
- As well as competency-based questions on key behaviours required of colleagues at Co-op.

The interview will consist of two parts:

Part 1

Questions based on specific behaviours which have been identified to be essential in performing well in the role. You will be asked to give a recent example of a situation where you have demonstrated a specific behaviour and talk through your example.

Part 2

Questions about the role, along with a technical exercise as well as the opportunity for you to ask any questions you may have about the role or Co-op.

Tips for your behavioural interview:

It is best using the STAR method to structure your answer

S -Situation

What was the scenario or problem?

T- Task

What was the goal?

A- Action

What did you do specifically?

R- Result

What was the end result? Use metrics if possible

Inspirational Communicator

I communicate in a clear, concise and appropriate manner that engages and relates to other colleagues.

TIP: Think about when you have had to communicate an important message, Who was your audience? Did you adapt your style?

Personal Growth

I focus on personal development within Co-op; developing my skills and capabilities to benefit me, my team and the wider community.

TIP: Think about how you have proactively developed yourself, where have you asked others for feedback?

Endless Inclusion

I am inclusive in my thoughts and actions by showing an active interest in the views, backgrounds and ways of being of my colleagues and the wider community.

TIP: Think about how you invited others with different opinions into a conversation

Vision & Belief

I am passionate about Co-op's vision and beliefs and I ensure they are at the heart of everything my team and I do

TIP: Think about when you have made decisions based on your company's values and beliefs

Tips for your behavioural interview:

It is best using the STAR framework to structure your answer

S -Situation

What was the scenario or problem?

T- Task

What was the goal?

A- Action

What did you do specifically?

R- Result

What was the end result? Use metrics if possible

Future Focused

I keep up to date with information about Co-op and it's future strategies and benefits they provide to our colleagues, members and the local community.

TIP: Think about how you have gathered information/insight to support you in your role. How did this add value to your company?

Successful Transformation

I make sure my colleagues and I act on, and take accountability for, Co-op's transformation and overall success.

TIP: Think about how you have adapted to change. How did you support and embrace the change?

Forging Relationships

I take action to build and maintain trusted relationships, in order to understand and support my colleagues.

TIP: Think about how you have built meaningful relationships with colleagues

Championing Co-op

I actively promote Co-op, it's people and its unique way of doing business, inside and outside of work

TIP: Think about how you have been an advocate for your business and its ways of working

Tips for your behavioural interview:

It is best using the STAR framework to structure your answer

S -Situation

What was the scenario or problem?

T- Task

What was the goal?

A- Action

What did you do specifically?

R- Result

What was the end result? Use metrics if possible

Developing Others

I take personal responsibility for the development of my colleagues, providing feedback and support where appropriate in order to accelerate their personal growth.

TIP: Think about how you have supported a colleague to develop. Where have you inspired and motivated people?

Co-operation

I encourage co-operation between colleagues to promote an environment of trust, mutual respect and support.

TIP: Think about when you've worked in a group to solve a problem or challenge, think about your individual input

Driving Innovation

I feel empowered to find new ways to improve the everyday challenges facing Co-op and our wider community.

TIP: Think about when you have found a new way to deliver a task or approach to solve a problem

Speaking Up

I speak up and encourage others do so as well, in order to promote a culture of honesty, acceptance and improvement.

TIP: Think about a time when you have shared your thoughts and opinion to improve something in your role, what questions did you ask?