

CBI-Smart™

Multilingual competency based interview generator



Discover everything you need to create professional and consistent competency based interviews

CBI-Smart™ Interview Builder

CBI-Smart is an online competency based interview (CBI) builder that enables you to quickly create competency based interview guides from a database of over 1,000 proven CBI questions, assessing 35 popular competencies.

Why use CBI-Smart?

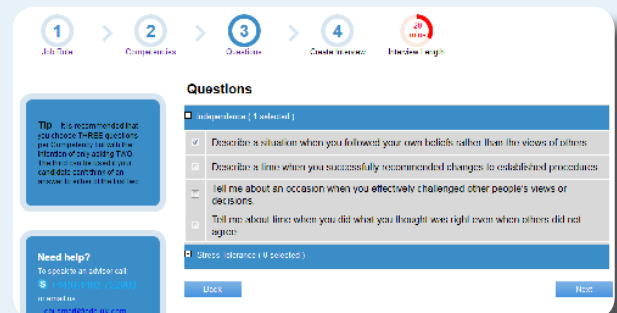
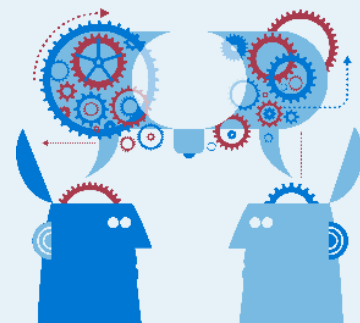
Discover a more reliable and consistent alternative to traditional interviewing techniques.

- Over 1,000 interview questions to choose from
- Assessing 35 popular competencies
- Foundation to senior management level interviews
- Multilingual capability for global implementation
- Ability to import your own competency framework
- No need for specialist training or experience
- Create interview guides in minutes
- Mobile and tablet responsive
- Guides available in Microsoft Word or PDF
- Interview guides contain questions and behavioural indicators plus complete marking guidelines
- Archive your interviews for reference and re-use

CBI-Smart has been designed to make interviewing better and easier, with tips and guidance offered throughout the interviewing and marking process.

Interview for:

- Foundation
- Graduate
- Line management
- Senior management



CBI-Smart contains competency based interview materials designed by a&dc® experts

Includes questions assessing each of these popular competencies:

Individual	Decision making	Managerial	Motivational	Interpersonal
<ul style="list-style-type: none"> • Stress tolerance • Flexibility • Independence • Openness to change • Integrity • Tenacity • Attention to detail 	<ul style="list-style-type: none"> • Judgement • Problem analysis • Decisiveness • Creativity • Numerical analysis • Commercial awareness • Strategic perspective 	<ul style="list-style-type: none"> • Planning and organising • Management control • Delegation • Leadership • People development • Organisational sensitivity 	<ul style="list-style-type: none"> • Initiative • Resilience • Drive • Quality standards • Commitment • Work motivation • Customer service 	<ul style="list-style-type: none"> • Listening • Persuasive oral communication • Written communication • Interpersonal sensitivity • Diversity awareness • Impact • Networking • Teamwork

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Bespoke Interview Solutions

Do you have established competencies or existing competency based interviewing materials?

Based on our popular CBI-Smart platform, we can give your approved interviewers access to your own interview materials, and enable them to create and print interview guides, anywhere in the world.

- Standardise selection processes through more consistent use of your materials
- Reduce time spent preparing and marking interviews
- Independent hosting option

Common customisations

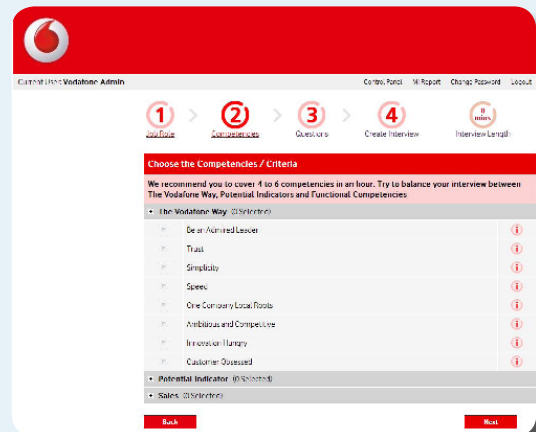
- Add your corporate competencies and questions
- Branded user interface and interview documentation
- International language translations
- Bespoke behavioural indicators and marking guidelines

“Delivering the necessary tools to create our interview guides, online, using Vodafone’s language and distinctive brand saves time and has helped to standardise the way we conduct interviews across the company, all over the world.”

Deborah Preston
Global Resourcing and Development Board Manager

Case study: Vodafone

a&dc supported Vodafone with the development of an online interview builder in which Vodafone’s own competency based interview questions were built into the CBI-Smart platform. The system is now used by over 250 Vodafone HR professionals and line managers around the globe.



Add your competencies and questions to the CBI-Smart platform

Talk to us about bespoke interview solutions

a&dc complementary services

Optimise Interviewing Success

Ensure that your interviewing process is as effective as possible at finding the right people for your organisation. Our consultants can provide additional support in the following areas:

Competency design

If you wish to identify the competencies required for specific job roles, or want to create a company-wide competency framework, our consultants can help. **a&dc** specialise in Job Analysis for competency design. We can also create bespoke assessments based on these competencies to ensure maximum relevance to your target role and organisation.

Interviewer training

a&dc offer a professional competency based interview training course, for those who interview frequently or have responsibility for ensuring high standards across a team of interviewers. Covering question design and best practice interviewing techniques, this course offers the chance to learn new skills through practical experience. Endorsed by the Institute of Leadership & Management.

CBI-Smart from a&dc

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