

**ATAL AMDDIFFYD YMATEB  
PREVENTING PROTECTING RESPONDING**

**North Wales Fire & Rescue Service**



**Gwasanaeth Tân ac Achub  
Fire and Rescue Service**

## **PQA Interviews – Information for Applicants**

Your personal qualities and attributes will be explored to consider whether you have the potential to carry out the role for which you are applying. These PQAs cover your ability to work with others, to be part of a team and to communicate effectively. Because they measure your behaviour, they are also known as Behavioural Indicators.

This measurement of your potential is normally carried out during an interview process. There may also be additional assessments to assess specific role requirements such as Typing Speed, Welsh Language, Minute Taking etc. Other assessments methods may also be used such as presentations and role play. You should ensure that you have read the requirements of the post on the job description, some additional research into the legislative framework, if appropriate, may also assist you.

At interview, evidence of past performance is regarded to be the best indicator of a candidate's likely future performance. It is important that you provide as much information about your actual past experience as possible to assist the interview panel in establishing whether you have the potential to transfer your skills and experience to the role for which you are applying.

You will be asked to reflect on personal experiences from your own life that you can use to illustrate PQA-specific behaviour.

To help ensure fairness, all candidates will be asked the same questions, the interviewers may also ask supplementary or probing questions in order to assist you to explore your answer in detail.

The Personal Qualities and Attributes which will be considered during the interview will be selected from the selection below. Please note that the range of PQA's and questions used will vary from vacancy to vacancy.

**Commitment to Diversity and Integrity**

**Working with Others**

**Commitment to Excellence**

**Openness to Change**

**Commitment to Development**

**Effective Communication**