FOREIGN SERVICE SPECIALIST

ORAL ASSESSMENT CONSULTATION

Table of Contents

COPYRIGHT ADVISORY	4
INTRODUCTION	5
FS SPECIALIST JOBS and HIRING CRITERIA Introduction: FS Specialist Careers, Oral Assessment Overview and "Dimensions Review FS Specials Oral Assessment Global Application of "Dimensions" Tested in Exercises	6 7 23 25
GENERAL ADVICE ON ADVANCE PREPARATION Pre-Interview Day Reminders Basic Interview Tips	26 27 28
STRUCTURED INTERVIEW: BACKGROUND & 3 COMPONENTS Introduction Room Layout Relevance to Questioning/Eye Contact	29 30 31
Structured Interview: Experience & Motivation Component Developing You Personal Answer to "Why Hire You?" Developing You Personal Answer to a "Career Category" Question	32 33 34
Structured Interview: Hypothetical Scenarios Component Introduction Situational Question/Answer Process Visual "Net-Out" of Response Structure Workplace "Culture" Informing Structured Interview Scenarios Levels of Responsibility in Situational Questions Hierarchy Situational Questions: Non-Variables & Variables Situational Question Variables: Key Considerations to Analyze Situational Questions: Tips to Handle Types Situational Questions: Tactics Re-Cap Sample Situational Questions Example Scenario #1 Example Scenario #2 Example Scenario #3	35 36 37 38 39 41 42 43 44 45 46 47 48
Example Scenario #3 Example Scenario #4	49 50

Example Scenario #5	51
Example Scenario #6	52
Example Scenario #7	53
Structured Interview: Past Behavior Component	54
Foreign Service Past Behavior "Dimensions" vs. your Background	55
Past Behavior Answer Preparation Tool	56
CONCLUDING ADVICE	57
Delivery Skills for All Aspects of the Oral Assessment	58
Why People "Fail" the Oral Assessment	59
Closing Advice Re: Your Oral Assessment	60
PERSONAL DEVELOPMENT PLAN	61
POSCRIPT	62