

Hints and tips for our selection process

Assessment Day Three

If you're successful at assessment day two you will be asked to complete an online personality questionnaire. With this type of questionnaire, there are no right or wrong answers. Your answers provide us with information on how you usually or typically behave; so the best approach is to be yourself, and answer honestly.

After assessment day two you'll be asked to attend the final assessment day, assessment day three. This assessment day consists of a group exercise and a competency based structured interview. NATS will provide lunch and if your assessment day is at an operational unit, you may also be able to take a tour. There may be some periods of waiting around, so you might like to bring some reading material with you.

The group exercise has been designed to allow all applicants a chance to work together on a transportation scenario. Throughout the exercise, you'll be observed by trained assessors. There is no one 'correct' solution to the exercise; we're just interested in how individuals within the group work together to complete the task.

The interview is competency based and will be conducted by two assessors. During the interview, you'll be asked to think of situations when you previously behaved in a particular way, and to describe your specific actions in detail. The questions are all based on the following areas:

- ATC Motivation
- Conscientiousness and Rule Adherence
- Decisiveness and Confidence
- Emotional Stability
- Error Awareness
- Openness to Learning and Development
- Planning, Decision Making and Problem Solving
- Team Working.

To prepare for the interview, it might help to think of situations where you have demonstrated behaviours in these areas. You can use examples from any area of life, including college and/or university, previous paid and voluntary work, family and/or personal life, and clubs, hobbies and/or societies. What is important is that you can talk about situations that provide good examples of your behaviour in these areas.

Remember, you're not competing with each other; if you're suitable you will be offered a place, so do talk to other applicants and try and relax, and enjoy the day. If you're successful, you may find yourself on a training course with some of the people that you meet at Stage 3.