



affinityworkforce  
solutions

CER



sugarman  
Education

CAREER  
TEACHERS



# HOW TO ACE YOUR ECT INTERVIEWS

ect early  
career  
teachers

## 1. TABLE OF CONTENTS

> 1 Contents	2
> 2 Introduction	3
> 3 Attendance, Appearance, and Attitude	3
> 4 Interview Requirements	3
> 5 Common ECT Interview Questions	3
> 6 Asking Questions at the End	4

## 2. INTRODUCTION

Embarking on your first Early Career Teacher (ECT) interview can be a nerve-wracking experience, but fear not—Affinity Workforce is here to guide you through the process. With the right preparation and practice, your confidence will grow, setting you on the path to a successful teaching journey.

## 3. ATTENDANCE, APPEARANCE, AND ATTITUDE

- Arrive on time and well-prepared, ensuring a well-rested and engaged mindset
- Plan your journey, allowing extra time, and arrive at least 15 minutes early
- Research the school beforehand to establish a connection and prepare questions about the school ethos and the role
- Have an early night before the interview for alertness and focus
- Dress smartly and groom yourself for a positive first impression
- Stay confident, take deep breaths, and begin with a firm handshake while maintaining eye contact

## 4. INTERVIEW REQUIREMENTS

- Understand the interview structure, number of interviewers, and duration in advance
- Prepare for potential tasks like presentations or teaching demonstrations; choose an area where you feel confident
- Demonstrate enthusiasm and passion for teaching during the interview
- Anticipate challenging scenarios as interviewers may test your resilience and ability to overcome obstacles

## 5. COMMON ECT INTERVIEW QUESTIONS

- "Tell me a little about yourself": Keep it concise, discussing your educational background, voluntary experience, and relevant hobbies or activities
- "What first made you want to become a teacher?": Share your journey and experiences that led you to this decision
- "What key traits make you a great teacher?": Provide examples of how you've demonstrated these traits in past experiences.
- "What is your understanding of what it is to be a teacher?": Showcase your knowledge of the teaching profession
- "Why have you applied at this school and what would you bring?": Emphasise your connection to the school, their values and highlight what you can bring to the table
- Handling challenging situations: Be ready to address scenarios like dealing with a disrespectful class, a child at risk, or a disagreement with a parent
- Professional development and subject knowledge: Discuss how you stay updated with educational developments and your favourite subject
- Behaviour management and safeguarding: Explain your strategies for managing behaviour and your understanding of safeguarding.

## 6. ASKING QUESTIONS AT THE END

- Prepare thoughtful questions about the role to show your genuine interest
- While you are not expected to turn the tables and interview them, asking questions demonstrates your engagement and commitment to the position

With the ECT Specialist team as your support, you are well-equipped to navigate your ECT interview successfully. Welcome the experience, showcase your passion, and start your teaching journey with confidence. Good luck!