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The most popular interview question has been toppled, showing how the credit crunch affects organisations even in its interviewing processes. According to A&DC, organisations using its online Competency Based Interviewing tool, put the highest priority on knowing how a candidate manages conflicting demands.

A year ago, the most popular question focused on stress tolerance. That made sense - in expanding markets: organisations need to innovate, diversify and push strategic agendas.

But in a credit crunch, organisations batten down the hatches and aim to get the most out of the resources they've got, which is reflected in the most popular question selected. Now, they choose to ask; 'Describe an occasion where you had a number of conflicting demands on your time. How did you deal with this?' The strategic emphasis has changed and seemingly, organisations want to make sure everyone is contributing to planning, organising and defending their market position.

It's interesting that there's tangible evidence that markets react to the credit crunch through interviewing too.

The UK Top Five competencies are;

- Planning and Organising,
- Problem Analysis,
- Teamwork,
- Persuasive Oral Communication,
- Leadership.