

The STAR Method for Interviewing

Often in interviews, the employer will ask you behavioral questions, which are questions about how you reacted to certain situations in your past experiences. In order to answer these questions as clearly and effectively as possible, utilize the STAR method to communicate the foundation of your story, and then elaborate further on what the situation taught you and how those lessons could potentially relate to the position for which you are applying.

For example, a question may be:

"Tell me about a time when you had trouble working with another co-worker, manager, or group member."

S

SITUATION

First, set the scene. Tell the interviewer the logistics of the story – the who, the what, the when.

"In my Microsoft Systems class I was assigned a 3 week long group MS Access project with six other students."

T

TASK

Second, talk about the objective, issue, or obstacle you had to overcome.

"One student was extremely reluctant to contribute to the essay because he wasn't confident in his writing skills."

A

ACTION

Third, talk about what you did in regards to solving the situation.

"The student and I collaborated and communicated to assign him tasks that he felt more comfortable and confident in."

R

RESULTS

Fourth, talk about the results of your actions.

"After this, the group worked together efficiently, and every part of the project was successfully completed via the team effort."