How to shine in an interview: STAR Method

Many employers conduct behavioral based interviews because the best predictor of future performance is past performance. This style of interviewing focuses on your personal experiences, behaviors, knowledge, and skill sets. The STAR method is a powerful tool – it helps to organize your thoughts and to provide a complete picture of the situation you are describing. So, what is the STAR method?

S

Situation - Give an example of a situation you were involved in that resulted in a positive outcome. Provide a specific example from a previous job, volunteer/academic experience, or other relevant situation.

T

Task - Describe the tasks involved in that situation, what was your goal?

A

Action - Discuss the various actions involved in completing the task.

Remember to focus on your contributions!

R

Result - Describe the results from the actions you took. What happened?

What did you accomplish? What did you learn?