



Be a S.T.A.R. Interviewer



During an interview, you should be prepared to share examples from your academic, internship and work experience. It is especially important to make sure to incorporate examples when addressing a behavioral interview questions, as many employers believe that the most accurate predictor of future performance is past performance in a similar situation.

When providing examples and addressing behavioral interview questions, it is important to provide the interviewer(s) with S.T.A.R. responses. S.T.A.R. responses are comprised of:

S - Situation/T - Task: Describe the situation and/or task; provide the interviewer with context that sets the stage for the example.

A - Action: Describe the action(s) you took within the situation.

R - Results: Describe the outcome of the situation and the result(s) of your action(s). If the results were not positive or a lesson was learned, discuss what you learned and how you would do things differently in the future.

Practice Developing S.T.A.R. Responses

How have you motivated yourself to complete an assignment or task that you did not want to do?

- Situation/Task-
- Action(s)-
- Result(s)-

Describe a goal that you set for yourself and your success in achieving it.

- Situation/Task-
- Action(s)-
- Result(s)-

Tell me about a time when you experienced a conflict with a coworker or teammate. What strategies did you use to resolve the situation?

- Situation/Task-
- Action(s)-
- Result(s)-

Tell me about a time when you made a difficult decision. What did you learn from the situation?

- Situation/Task-
- Action(s)-
- Result(s)-

Give me an example of when you showed initiative and took the lead.

- Situation/Task-
- Action(s)-
- Result(s)-

Tell me about a situation when you had to learn something new in a short time. How did you proceed?

- Situation/Task-
- Action(s)-
- Result(s)-

Tell me about a time when you had conflicting demands on your time. How did you prioritize?

- Situation/Task-
- Action(s)-
- Result(s)-

When working within a team, what role do you typically take on? Please provide an example.

- Situation/Task-
- Action(s)-
- Result(s)-

Tell me about a time a manager/professor had some constructive criticism for you and how you dealt with it.

- Situation/Task-
- Action(s)-
- Result(s)-

Describe a time when you successfully used your oral or written communication skills in order to get an important point across.

- Situation/Task-
- Action(s)-
- Result(s)-