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)-