STAR METHOD: HOW TO ANSWER BEHAVIORAL INTERVIEW QUESTIONS

The STAR method is a structure and approach to answering behavioral and situational interview questions. **STAR** stands for: Situation, Task, Action, and Result. When your responses include all four components, you will provide a thorough, easy-to-follow story for employers. Be prepared to discuss examples from any of your experiences, including academics, activities, internships, athletics, work experiences, etc. Spend the majority (~70%) of the time discussing the actions you took.

S = Situation (10%). Describe the situation; provide the interviewer with context, including enough detail to paint a picture. If you were in a team class project, state the name of the class and how many classmates were on your team, for example.

T = Task (10%). Describe what had to be accomplished, what problem had to be solved, or what you were charged with doing or achieving.

A = Action (70%). Describe the actions *you* took to address the situation or how you played a part in the achievement of the task. Highlight specific skills used; take ownership of mistakes or missteps, do not blame others.

R = Results (10%). Describe the outcome of the situation and the results of your actions. 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.

Give a stellar response using STAR!

Behavioral Question: "Tell us about a time you experienced a conflict with a co-worker, classmate, or teammate. How did you handle it?"

Situation:

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Task:

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Action(s):

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_____

Result(s):

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