

Behavioral Interviews

Behavioral interviewing is a technique used by employers in which the questions asked assist the employer in making predictions about a potential employee's future success based on past behaviors. In behavior-based interviews, candidates are asked to give specific examples of when they demonstrated particular behaviors or skills.



Effective Formula for Answering Behavioral Interviews

- S:** Describe the **S**ituation you were in
- T:** Describe the **T**ask you needed to accomplish
- A:** Describe the **A**ction you took
- R:** Describe the **R**esults of your experience

Use the STAR Formula to Prepare Examples for the Interview		
Skill	Your STAR Story	
Teamwork	Situation: Task:	Action: Result:
Decision Making	Situation: Task:	Action: Result:
Persuasion	Situation: Task:	Action: Result:
Communication Skills	Situation: Task:	Action: Result:
Time Management	Situation: Task:	Action: Result:
Multitasking	Situation: Task:	Action: Result:
Leadership	Situation: Task:	Action: Result:
Problem Solving	Situation: Task:	Action: Result:
Adaptability	Situation: Task:	Action: Result:
Goal Setting/ Achievement	Situation: Task:	Action: Result:
Creativity	Situation: Task:	Action: Result:
Conflict Management	Situation: Task:	Action: Result:

Adapted with permission from Virginia Tech's Career Planning Guide.