The STAR Method Assignment

Assignment Purpose:

As students prepare to engage in interviews, it is important to practice effectively answering interview questions. The STAR Method is an approach to answering behavioral interview questions that can enhance student's performance in interviews through helping them articulate their experiences, skills, and achievements in a concise and compelling manner.

NACE Career Readiness Competencies Covered:

-Communication: Through providing thoughtful and concise interview answers, students demonstrate their ability to communicate about their skills and achievements.

-Professionalism: Through using the STAR method to answer interview questions, students demonstrate that they understand and can accomplish tasks effectively in the workplace. Students can also demonstrate that they are able to contribute to the good of their community and workplace.

Assignment Directions:

For this assignment, students will be tasked with identifying 3 situations that could serve as responses to behaviorally based interview questions. These situations can be drawn from academic, extracurricular, or personal experiences that demonstrate important skills or qualities. This could be a project you worked on, a leadership role you held, a problem you solved, or a challenging situation you faced. Once 3 situations have been identified, write a detailed description of this situation following the STAR method. Here is an example of what this looks like:

Situation – Provide the background details of the situation.

Task – Explain what your responsibilities were in this situation.

Action – Explain how you addressed or accomplished the task

Results – What were the outcomes in how you addressed the situation

Example Question: Tell me about a time when you had too many things to do and what you did about it.

Example Answer: During my senior year at UAlbany, I needed to prepare for 2 mid-terms but during the same week, the student organization I was heavily involved in, the Japanese Student Association was holding a big movie event. In order to not get overwhelmed, I needed to multitask but at the same time prioritize the tasks I needed to complete first. I created a schedule for the busy week ahead and made sure I had sufficient time to study for my mid-terms. Since I had dedicated times to study, I also was able to find time to help plan the final logistics of the movie night. In the end, I got A's on both mid-terms and we had a large turnout for our movie night at the Japanese Student Association.

In class, pair up with a classmate, and take turns asking each other behaviorally based questions and answering these questions using your STAR responses. Examples of behavioral interview questions can be found **here**. Provide constructive feedback to one another based.

Submit a 100-200 word reflection on your experience of using the star method. Consider the following questions: What challenges did you encounter when writing your STAR response? What insights did you gain through this exercise? How might you apply the STAR method going forward?

Faculty Resources:

- [Here](#) is a handout that discusses the important elements of the STAR method.
- [Big Interview](#) is a helpful platform in which students can practice the STAR method outside of class.
- We recommend completing the [Day 7 Module of Career Champions](#). This module covers additional up-to-date information related to helping students prepare for an interview.