The STAR Method of Interviewing

**STAR Method**

<table>
<thead>
<tr>
<th>S</th>
<th>Situation</th>
<th>the context (work place, project, paper, research, event)</th>
</tr>
</thead>
<tbody>
<tr>
<td>T</td>
<td>Task</td>
<td>the goals/objectives (what you were supposed to do)</td>
</tr>
<tr>
<td>A</td>
<td>Action</td>
<td>how you used your strengths to achieve those tasks/goals (in detail!!)</td>
</tr>
<tr>
<td>R</td>
<td>Result</td>
<td>the outcomes (tangible &amp; intangible). If result wasn’t entirely positive say what you learned or would do differently next time.</td>
</tr>
</tbody>
</table>

**Example**

**Question:** Tell me about a time when you showed leadership on a project.

**Situation**
Gatewood School received a grant $2,000 to redesign the playground and volunteered to lead the project.

**Task**
Stay within $2,000 budget to remodel playground within 6 months.

**Action**
I recruited 10 people to join the team. I did initial design, reviewed it with 2 other designers and solidified a plan. Then I encouraged PTA members to seek donations from the community. We got $3,000 in materials/equipment rental and raised $1,000 through fundraisers. I asked team members to identify tasks they were interested in and assigned them accordingly, and then recruited 20 more people for labor. I designed one member to track team progress and report back weekly and I created a timeline for each phase of the project.

**Result:**
Over the course of several weekends, rain or shine, the project progressed and within 6 months it was completed. We had a grand opening on May Day and 350 kids and their families enjoyed a new, safe, place to play.