STAR Interviewing

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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. Use the STAR method to format your examples!

Situation	*What were you doing?* *Who was involved?* *Where were you and when was it?*
Task	*What was your responsibility?* *Were you assigned to do something?* *Did you take on a project yourself?* *What were the expectations of you?*
Action	*What was your process?* *What steps did you take to finish the task?* *What obstacles did you overcome?* *What knowledge and skills did you use?*
Result	*What was the outcome?* *Did you learn anything?* *Was there any measurable result?* *How will this inform your future work?*

Prepare your stories

Most behavioral interview questions are asking about skills. By preparing examples in the STAR format for the most common career skills, you can adapt your story to answer the majority of the questions the interviewer may ask. Think about your stories for skills related to the position you are interviewing for, as well as transferable skills such as:

Communication	Teamwork and Interpersonal	Global Perspective
Leadership	Creativity and Problem-Solving	Digital Fluency
Time Management	Professionalism and Productivity	Decision Making

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STAR Example

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Example Question

Tell me about a time you've demonstrated strong leadership skills

Situation	During my junior year, I was elected Vice President for Professional Development for the Young Entrepreneurs student organization. The duties of the position included securing speakers for our meetings, advertising the programs to the campus community, introducing speakers, and evaluating our programs.
Task	Previous meeting attendance had decreased substantially after a decrease in funding. The goal was to implement targeted programs to address the professional development of our association and increase attendance by 25% compared to the prior year's figures.
Action	I developed a survey to determine the members' interests and ideas for possible speakers. We randomly selected respondents for a focus group interview based on a research technique I learned about in my marketing class. It helped us identify why attendance had dropped.
Result	We then selected speakers based on students' interests and made a brochure describing each one. Under my leadership, attendance increased 150% over the previous year. From this experience, I learned how important it is to gain insight into your customer base before acting on an idea.

Want more tips and information like this?
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