

# USING THE STAR TECHNIQUE IN INTERVIEWS

Employers often ask behavioral questions ("Tell me about a time..."), which are meant to show how you react to certain situations. To answer these questions clearly and effectively, utilize the STAR method. For example, an employer might ask: **"Tell me about a time when you had trouble working with a coworker, manager or group member."**

S

## Situation

First, set the scene. Tell the interviewer the logistics and context of the story:  
*who, what, when...*

"In my finance class, I was assigned a 3-week long group project with four other students."

T

## Task

Second, talk about the objective, issue, or obstacle you had to overcome.

"One student was reluctant to contribute to the essay because he wasn't confident in his writing skills."

A

## Action

Third, talk about what you did in regards to solving the situation

"I worked with the student & the group to reassign tasks which better met his skills and he was able to contribute."

R

## Result

Wrap up with the results of your actions.

"After this, the group worked together efficiently & every aspect of the project was completed successfully via the entire team effort."

Ultimately, it's important to not only provide details about your experiences, but also demonstrate to the interviewer what you might have learned from the experience and how that learning might be applicable to a career in your industry. In the example above, the interviewee talked about their ability to lead teams and take initiative - those are transferable skills to any industry!