

Star Interview Guide



Best way to Answer Interview Questions

One easy thing I want to share with you as you prepare for your interview is the Star Method.

The **STAR** Method (Situation, Task, Action, Result) format is the most popular job interview technique used by interviewers today. Very few candidates know about it! Interviewers often ask candidates to prove their potential value to the company by asking behavioral-based questions. The STAR model can also be used by candidates as the perfect framework for answering questions that start like this: "Describe the most difficult/interesting/rewarding..." or "Give me an example of a time when you...". You have to tell a story; your story of achievement. Don't let the pressure get to you. Just remember STAR!

- **SITUATION:** The interviewer wants you to present a recent challenge and situation in which you found yourself. Open with a brief description of the Situation and context of the story (who, what, where, when, how).
- **TASK:** What did you have to achieve? Explain the Task you had to complete highlighting any specific challenges or constraint (i.e. deadlines, costs, other issues).
- **ACTION:** What did you do? The interviewer wants information on what you did and why you did it. Describe the specific Actions that you took to complete the task.
- **RESULTS:** What was the outcome of your actions? What did you achieve through your actions and did you meet your objectives? Close with the result of your efforts and it should always be a positive outcome! Include figures to quantify the result if possible.

If you keep the word STAR in mind when the interviewer asks you to "Share an example of a time when...", your answers will sound very organized, concise, and impressive!