

Behavioral Interviewing Using the STAR Method

Behavioral interview questions assess your past actions and reactions in a specific workplace situation. These types of questions are used in interviews to examine your past performance in order to predict your future behavior. **The STAR method** is a common framework for practicing how to answer behavioral questions to ensure that your actions and skills are adequately highlighted.

STAR Method

STAR is an acronym for a suggested framework to use when answering behavioral interview questions. This method can help provide structure when breaking your responses down into four key components: **Situation, Task, Action, Result**. Each letter in the acronym is described further below:

- **S:** Situation
 - Describe the situation in your work experience that is relevant and pertinent to the question
- **T:** Task
 - Explain what your task was in that situation
- **A:** Action
 - Detail the action you took to address the situation
- **R:** Result
 - Summarize the outcome(s) of the situation

Behavioral-Based Interview Question Examples

- Provide an example of when you had to work cooperatively on a team to accomplish a goal. What was your role?
- Tell me about a time when you had a conflict with a colleague and how you handled it.
- Tell me about a time when something significant didn't go according to plan. What was your role and what was the outcome?
- Provide an example of a time when you set a goal and were able to meet or achieve it.
- Describe a time when you took initiative on a project or responsibility.
- Tell me about a time when you had to adjust to a colleague's working style in order to complete a project or achieve a goal.
- Describe a time when you felt stressed or overwhelmed at work. How did you handle it?
- Tell me about a time when you were communicating with someone, and they did not understand your point. What did you do?
- Tell me about a time when you had to juggle several projects at the same time. How did you organize your time?
- Tell me about a time you made a mistake at work. How did you resolve the problem, and what did you learn?