

S.T.A.R



Behavioural Interview Techniques

What Is S.T.A.R?

The S.T.A.R interview technique is a method of responding to behavioural-based interview questions. These types of questions focus on how you handled various work situations in the past...the logic being past behaviour reveals how you will behave in the future. Providing solid ANSWERS can help you ace a job interview.

Recruiters and hiring managers favour the S.T.A.R technique because it provides a better explanation of your past performance, how you handle workplace challenges, and helps articulate your experiences.

This will show the interviewer how you will perform on the job and if you have the necessary skill sets.



Situation

Situation: The interviewer wants you to explain a specific incident or situation in which you found yourself - preferably an example from work.



Task

Task: What did you have to achieve?



Action

Action: What did you do? The interviewer will be looking for information on what you did, why you did it, and what the alternatives were.



Result

Result: What was the outcome of your actions? What did you achieve and learn? Did you meet your objectives?

Answering a Question: Use the S.T.A.R Technique to Explain an Experience



Provide a brief explanation of the situation. Provide an example and mention location, date and time.

Situation



Describe the challenges and expectations. What needed to be done and why?

Task



Provide details and explain your course of action. What did you do? How? What resources and tools did you use?

Action



Explain the results – highlight key accomplishments; increased profits, savings, learnings, etc. Quantify.

Results

Sample Behavioural Question: Give me an example of a time when you set a goal and were able to meet or achieve it.