



STAR Method – Behavioral Interviewing Response Technique

SITUATION & TASK(S) Required	Describe the situation that you were in and/or the task that you needed to accomplish. You must describe a specific event or situation, not a generalized description of what you have done in the past. Be sure to give enough concrete details for the interviewer to understand. This situation can be from a previous job or volunteer experience, from educational activities, community involvement, or any relevant event.
ACTION(S) you took	Describe the action(s) you took and be sure to keep the focus on you. Even if you are discussing a group project or effort, describe what you did -- not the efforts of the team. Don't tell what you might do, tell what you did.
RESULTS achieved	What happened? How did the event end? What did you accomplish? What did you learn? How might you have done things differently for a better outcome?

Sample Behaviorally-based Interview Questions

1. Describe a situation in which you were able to use persuasion to successfully convince someone to see things your way.
2. Describe a time when you were faced with a stressful situation that demonstrated your coping skills.
3. Give me a specific example of a time when you used good judgment and logic in solving a problem.
4. Tell me about a time when you had to use your presentation skills to influence someone's opinion.
5. Tell me about a time when you had too many things to do and you were required to prioritize your tasks.
6. Give me an example of a time when you had to make a split second decision.
7. What is your typical way of dealing with conflict? Give me an example of how that works.
8. Tell me about a time you were able to successfully deal with another person even when that individual may not have personally liked you (or vice versa).
9. Give me an example of a time when something you tried to accomplish and failed.
10. Tell me about a recent situation in which you had to deal with a very upset customer or co-worker.
11. Give me an example of a time when you motivated others.
12. Tell me about a time when you effectively delegated a project.

Have questions about the STAR Method? Visit Career Services in Carroll Hall, Room 311 or email us at careerservices@vmi.edu to schedule an appointment with a Career Advisor.