

THE STAR METHOD

The STAR method is a structured manner of responding to a behavioural-based interview question by discussing the specific situation, task, action, and result of the situation you are describing. That means nothing else than putting stories into structure.

Situation: Describe the situation that you were in or the task that you needed to accomplish. Please choose a specific event or situation, not a generalized description of what you have done in the past. Be sure to give enough detail for the interviewer to understand. This situation can be from a previous job, from a volunteer experience, or any relevant event.

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Task: What goal were you working toward?

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Action: Describe the actions you took to address the situation with an appropriate amount of detail and keep the focus on YOU. What specific steps did you take and what was your particular contribution? Use the word "I," not "we".

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Result: Describe the outcome of your actions and don't be shy about taking credit for your behaviour. What happened? How did the event end? What did you accomplish? What did you learn? Make sure your answer contains multiple positive results.

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Make sure that you follow all parts of the STAR method. Be as specific as possible at all times and try to include your results without being asked. Usually eliminate any examples that do not paint you in a positive light. However, keep in mind that some examples that have a negative result (such as "lost the game") can highlight your strengths in the face of adversity.