STAR Interviewing Technique

- **Situation**: The interviewer wants you to **briefly describe a recent situation** in which you found yourself.

- **Task**: What **task were you required to accomplish**? The interviewer will be looking to see what you were trying to actually accomplish from the situation.

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

- **Results**: **What were the results** of your actions? What did you achieve through your actions and did you meet your objectives? What did you learn from this experience and have you used this learning since?

**Note 1**: The STAR Technique is appropriate for:

- technical skills questions
- behavioral questions

**Note 2**: Interviewer’s role with STAR Technique:

- Ask the candidate to discuss 2-3 STAR examples
- Document responses to each STAR component