

SOAR: Behavioral Interviewing Model

Berry College Career Center

Situation

Think of a situation in which you were involved having a positive outcome.

Obstacle

Describe any obstacles you encountered in the situation.

Action

Specify what actions you took in this situation to overcome the obstacles and achieve your results.

Results

Highlight the positive outcomes.

*****Example:***

You indicated on your resume that leadership is one of your strengths. Please describe an experience where you used your leadership abilities to manage a recent challenge.

Situation:

During my third year of college, I was elected Vice President for Educational Programs with my student professional association. The responsibilities of the position included securing speakers for our meetings, advertising the programs to the campus community, introducing speakers, and evaluating each program.

Obstacle:

Attendance at meetings last year had decreased substantially due to a decline in the overall club membership. The goal was to implement programs to address the professional development of our association members and to increase attendance by 25% compared to last year's figures.

Action:

I assembled a team to help with the program design and speaker selection. We developed a survey to assess the members' professional interests and gather ideas for possible speakers and topics. We had each member complete the survey. Then we randomly selected members for a focus group interview. I had learned about this research technique in my Marketing Research class and thought it would help us identify why attendance had dropped.

Result:

Because of the information we gathered from the surveys and interviews, we selected speakers for the entire year and produced a brochure describing each program and the featured speaker. Under my leadership, attendance increased 150% over the previous year.

Source: Career Search Guide, Bowling Green State University