

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

