

STAR Interview Model

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STAR Model

Behavioral Approach

- Specific situations in your past work experience and how you handled them or behaved
- The interviewer assesses your answer to see if you can take proper initiative and action should a similar situation occur
- The interviewer assesses how well you can relate your past experiences to the current need

The Model

- Situation
 - An event, project, or challenge
- Task
 - Your responsibilities or assignment(s)
- Action
 - Steps or procedures you took to relieve or rectify
- Result
 - What happened because of what you did

Preparation

What they are looking for

- Performance under pressure
- Handling:
 - Stressful situations
 - Conflict
 - Mistakes
 - Meeting/not meeting goals
 - Team interactions

Cues

- “Tell me about a time when...”
- “Give me an example of...”
- “Have you ever...”
- “Describe an instance when you’ve had to...”

Pro Tips

- “I” not “We”
 - The interviewer cares about what you did, not what they did
- Preparation
 - Your stories (up to 20)
 - STAR format
 - Be specific, quantitative
 - STAR questions for the interviewer
- Practice
 - Storytelling in STAR format
 - Concise and complete
 - 60-90 seconds
- Matching
 - Your stories to their need

Takeaways

- Storytelling
- Preparation
- Practice

- Web Resources
 - Google
 - Indeed
 - Zety
 - The Muse
 - Ladders
 - Career Match
 - Amazon
 - Hundreds more...