

STAR Interviewing Response Technique for Success in Behavioral Job Interviews

One strategy for preparing for behavioral interviews is to use the STAR Technique, as outlined below. (This technique is often referred to as the SAR and PAR techniques as well.)

<p>Situation or Task</p>	<p>Describe the situation that you were in or the task that you needed to accomplish. You must describe 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.</p>
<p>Action you took</p>	<p>Describe the action you took and be sure to keep the focus on you. Even if you are discussing a group project or effort, describe what you did -- not the efforts of the team. Don't tell what you might do, tell what you did.</p>
<p>Results you achieved</p>	<p>What happened? How did the event end? What did you accomplish? What did you learn?</p>

Interviewing Questions:

- Tell me about the highlights of your career through today.
- Tell me specifically about your last job
- What was your typical day like?
- What did you like most/least?
- What personalities there did you like most/least?
- Why did you leave?
- Tell me about a situation where you had a confrontation with a co-worker. How did you resolve it?
- When you organize things that you want to do in during day, how do you start? What is your method?
- How was the commute coming into the interview today?
- How far have you had to drive in the past for a job?
- What was the most difficult schedule you ever had to work?
- Have you ever worked Saturdays? Are you available Saturdays?
- What is definition of ethics?
- What would your past manager say about you?
- Tell me about the most difficult person you have ever worked with. What was the top personality trait that you disliked?
- Describe a situation that made you very happy and one that made you very mad. What would you have done differently in the one that made you mad?
- What did you like most about this job when you saw the description?
- What do you think would be the greatest challenge?
- Do you prefer to work on projects individually or in a team?
- Would you prefer a job that has set guidelines, or do you like guidelines that change often?

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