

# Self-Help Tools: The Interview Story Bank

Curated by Simon De Los Rios

Source: Adapted from the STAR method (Situation, Task, Action, Result)

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Most people walk into interviews knowing their experience but not knowing how to talk about it. This tool fixes that before you are in the room. Prepare 5 to 7 stories that can flex to answer almost any interview question.

## Build each story using four parts:

- Situation: What was the context? Two sentences.
- Problem: What was the specific challenge?
- Action: What did you do? Focus on your role, not the team's.
- Result: What happened because of what you did? Be specific. Numbers help.

## Cover these themes:

- A time you led something
- A time you failed and what you did about it
- A time you influenced someone without authority
- A time you handled conflict
- A time you delivered results under pressure
- A time you adapted quickly to change
- A time you improved something that was broken

*Someone preparing for a senior operations role keeps blanking when asked about conflict. They find a specific moment, write the four-part structure, practice saying it three times out loud. By the third time it sounds like a normal conversation. In the interview, when the question comes, they reach for that story instead of freezing.*

## Ask yourself:

- Which theme feels hardest to answer? That is the one to work on first.
- Are your results specific enough? It went well is not a result.