

THE



STAR

INTERVIEW

# The STAR Interview

## Prepare for the interview

Gather as much information about the interview and the interviewer(s) as possible. This will allow you to plan and prepare your talking points before the session.

Remember to keep your example factual and something that you've encountered. Not something that you imagined that you would do if situation arise.

## 4 – Review/ Results

Provide a review/ or comment on the results of what you've just shared elaborating on how well or not you've done. Depending on the question, you may be asked to describe a negative situation. So this is a good time for you to share your thoughts about how you would have done better. Also, don't be shy about calling out your accomplishments or where you've done well in.



# S

## 1 - Situation/ Scenario

Set the context for the example you're sharing. Describe the situation or scenario that you were in when this happened.

# T

## 2 - Tasks

Identify the tasks that you had to accomplish as a result of the situation. Try to list out the tasks in a logical flow. You can list out the tasks but try to limit the list to something that you can manage in terms of time/ complexity.

# A

## 3- Actions

Describe the actions you took in accomplishing the tasks. You may also elaborate the challenges or additional steps you had to take in accomplishing the tasks



## Preparing for the interview

Interviewer name:

Interviewer's job title:

How does the role interact with the interviewer?:

Possible things that the interviewer would be looking for:

# S

## 1 - Situation/ Scenario

[Describe the situation]

# T

## 2 - Tasks

Identify the tasks that you had to accomplish as a result of the situation.

1 - [Describe the first task]

2 - [Describe the second task]

3 - [Describe the third task]

...

# A

## 3 - Actions

Describe the actions you took in accomplishing the tasks.

Task #1

> Action #1.1

> Action #1.2

> Action #1.3

Task #1

> Action #1.1

> Action #1.2

> Action #1.3

...

# R

## 4 – Review/ Results

> Did you managed to resolve the situation?

> Was it well managed or not?

> What went well?

> What could had been better?

> How did you feel about your performance?/ What had you learnt?