

# Behavioral Interview Techniques

## The *STAR* Method

Many behavioral interview questions try to get at how you respond to negative situations. You will need to have examples of negative experiences, but try to choose ones that you made the best of or—better yet, those that had positive outcomes

### Here is a good way to prepare:

1. Identify 6-8 examples from your past where you demonstrated top behaviors and skills that employers typically seek. Use examples that emphasize your top selling points.
2. Half of the examples should be totally positive.
3. The other half should be situations that started out negatively, but you made the best of the outcome.
4. Use examples from various areas of your life.
5. Use recent examples.
6. Describe examples in **STAR** form.



# Behavioral Interview Techniques

## The *STAR* Method

### Situation or Task

Describe the situation you were in or the task that needed to be accomplished. Be specific about the event. Give enough detail for the interviewer to understand. This situation can be from a previous job, current job, volunteer experience or any relevant event.

### Action you Took

Describe that action you took and be sure to keep the focus on you. Even if you are discussing a group project, describe what you did—not the efforts of the team. Don't tell what you might do, tell what you did.

### Results you Achieved

What happened? How did the event end? What did you accomplish? What did you learn? Even if the event did not end in a totally positive note, be sure to let the interviewer know what you learned and how you would apply this information to another similar situation. The interviewer wants to know if you are coachable and open to feedback.



# Behavioral Interview Techniques

## The *STAR* Method

In the interview, listen carefully to each question, and pull an example out of your bag of tricks that demonstrates the desired behavior. With practice, a relatively small set of examples will be appropriate for several behavioral questions.

In general, behavioral questions are trying to uncover your skills and adaptability in these 5 areas.

- Teamwork/Collaboration
- Leadership
- Problem Solving
- Communication/Problem Solving
- Initiative

