

OUR INTERVIEW GUIDE

What Is the STAR Interview Response Method?

The STAR interview response method is a technique to answer **behavioral interview questions**. Behavioral interview questions are questions about how you have behaved in specific dynamics (usually in the past or how you would behave). Specifically, they are about how you have handled certain work/academic situations. At HSC, we use this technique because it allows to get concrete data about a candidate, and to define the skills and qualities that high-level performers have exhibited in that job/experience.

Since past performance can be a good predictor of the future, recruiters/HR managers ask these questions to determine whether candidates have the skills and experiences required to excel in the position.

Examples of behavioral interview questions include the following:

- Tell me about an occasion when you had to complete a task under a tight deadline.
- Have you ever gone above and beyond the call of duty?

STAR Key Concepts

STAR is an acronym for four key concepts. Each concept is a step the job candidate can utilize to answer a behavioral interview question. By employing all four steps, the job candidate thereby provides a comprehensive answer. The concepts in the acronym comprise the following:

Situation: Describe the context within which you performed a job or faced a challenge at work/university. For example, perhaps you were working on a group project, or you had a conflict with a coworker/team member. This situation can be drawn from a work experience, a volunteer position, or any other relevant event. Be as specific as possible.

Task: Next, describe your responsibility in that situation. Perhaps you had to help your group complete a project within a tight deadline, resolve a conflict with a coworker, or hit a sales target.

Action: You then describe how you completed the task or endeavored to meet the challenge. Focus on what you did, rather than what your team, boss, or coworker did. (Tip: Instead of saying, "We did xyz," say "I did xyz.")

Result: Finally, explain the outcomes or results generated by the action taken. It may be helpful to emphasize what you accomplished, or what you learned.