The STAR Model Interview Technique

What does STAR stand for?

Situation	Introduce when and where your example occurred.
Task	Describe the example you are using to answer the question.
Actions	Explain the steps you took to complete the task.
Result	Wrap up by sharing the outcome of the task.

When to use the STAR Model Interview Technique

The STAR Model Interview Technique is ideal for responding to behavioral interview questions. These are the questions that ask the candidate to tell a story from an experience in your past.

Why is the STAR Model a good interviewing skill?

The STAR Model helps you organize your thoughts and answers to explain what you've done in the past and paint a clear picture of your skills and expertise as they relate to the job you are interviewing for.

How can I practice the STAR Model?

- Make a list of past accomplishments.
- Write down and describe the accomplishment with the STAR Model.
- Practice your responses with friends, family, or coworkers.
- Review before each job interview.

Example

Question: Tell me about a time you had to complete a task within a tight deadline. What was the situation? What did you do? What was the outcome?

Situation	In my previous role as an Account Analyst at Company X, my regular duties included managing multiple projects with varying deadlines.
Task	In October 2021, a coworker on my team was promoted to a new role in a different department. Their workload was redistributed, and one of the new projects I received had a deadline coming up within the month, with multiple tasks that needed to be complete.
Actions	To address this problem, my first step was to reprioritize my current to-do list and add then new tasks. I then met with my lead to explain my priorities and share any concerns I had. After that, I used System Y to research and complete the task.
Result	As a result of my actions, I was able to successfully complete the tasks before the deadline while ensuring my other projects remained on schedule to be completed by their deadlines.

The above example follows the STAR Model to create a well-formulated interview response. It provides the interview panel with background on when and where the candidate was in their career at the time of the example. The candidate describes the example being used to answer the question without being too detailed and explains the steps they took to accomplish the task. At the end, the candidate explains the positive results of their effort.