

# STAR INTERVIEWING

Use these questions to build your STAR answer!

## Situation

What were you doing?

Who was involved?

Where were you and when was it?

Give the basics to start your story.

## Task

What was your responsibility?

Were you assigned to do something?

Did you take on a project yourself?

What were the expectations of you?

## Action

What was your process?

What steps did you take to address the task?

What obstacles did you overcome?

What knowledge and skills did you use?

## Result

What was the outcome?

Did you learn anything?

Was there any measurable result?

How will this inform your future work?

# STAR EXAMPLE

Example: Tell me about a time you've demonstrated leadership skills.

## Situation

During my third year of college, I was elected Vice President for Professional Development for the Young Entrepreneurs student organization. The duties of the position included securing speakers for our meetings, advertising the programs to the campus community, introducing speakers, and evaluating our programs.

## Task

Previous attendance at meetings had decreased substantially after a decrease in student organization funding. The goal was to implement target programs to address the professional development of our association and increase attendance by 25% compared to the prior year's figures.

## Action

I assembled a team to help with the program design and speaker selection. I developed a survey to determine the members' professional interests and ideas for possible speakers and topics. We randomly selected survey respondents for a focus group interview. I had learned about this research technique in my marketing class and thought it would help us identify why attendance had dropped.

## Result

Using the information we gathered from the surveys and interviews, we selected speakers for the entire year that were related to students' interests. We also produced a brochure describing each program and the featured speaker. Under my leadership, attendance increased 150% over the previous year. From this experience, I learned how important it is to gain insight into your customer base before acting on an idea, especially with a limited budget.