



STAR INTERVIEW METHOD

The S.T.A.R. Method for Interviewing

Best used for situational or scenario-based questions such as “Tell me about a time when....” or “Give me an example of....”, this interview response method (which is also known as the SOAR method) is an effective way to give interviewers a brief—but thorough—answer to behavioral lines of questioning. It helps organize your thoughts in a way that can be efficiently processed by the interviewer, and can also be an excellent way to demonstrate specific skills you’ve developed that are important for the position!

S

Situation—Briefly explain the situation or circumstances that provide context for the obstacle or challenge you faced.

Example: *In the fall, I was the point person for an afterschool academic enrichment event for the elementary school students that my team and I served, which required me to lead the planning and execution of all aspects of the event.*

T

Task—State the task or obstacle that you faced or was presented to you (or your team).

Example: *In our preparation, we had planned for about 100 attendees (which included students and parents), but due to unforeseen circumstances, we end about with a much bigger audience—around 200 attendees—the day of the event. As the event began, we suddenly had massive crowds at our check-in table and the stations. So, I had to find a way to quickly adapt to the situation at hand and direct my team accordingly.*

A

Action—Describe the specific actions you (or your team) took to overcome the obstacle or challenge.

Example: *So, I calculated which stations could hold the largest capacities and prioritized those waiting to attend, while pulling one of my teammates from a less crowded station to support check-in while I cycled between stations, providing additional capacity as needed.*

R

Result—Close with the results your actions had on your (or your team’s) success. Use measurable outcomes when possible.

Example: *In this way, we were able to keep all the event attendees engaged through the entirety of the event. Students showed high engagement and challenged themselves academically at stations, and parents shared many positive comments about the event with us. We even received recognition and praise from the principal for the event’s success in engaging our school’s families and community.*

S

T

A

R

S

T

A

R