

RE-ENTRY EMPLOYMENT SERVICE PROGRAM

Reducing recidivism through employment



STAR - Interviewing Response Technique for Success in Behavioral Job Interviews

One strategy for job-seekers preparing for behavioral interviews is to use the STAR Technique, as outlined below. (This technique is often referred to as the SAR and PAR techniques as well.)

When answering interview questions, recruiters are looking for concise, but descriptive responses. Focused interviewing techniques are often used by interviewers to draw out information from the candidate. If you are able to respond with a “STAR,” your responses will be concise and descriptive and the interview session will proceed more effectively.

S T	Situation or Task	Describe the situation that you were in or the task that you needed to accomplish. You must describe a specific event or situation, not a generalized description of what you have done in the past. Be sure to give enough detail for the interviewer to understand. This situation can be from a previous job, from a volunteer experience, or any relevant event.
A	Action you took	Describe the action you took and be sure to keep the focus on you. Even if you are discussing a group project or effort, describe what you did -- not the efforts of the team. Don't tell what you might do, tell what you did.
R	Results you achieved	What happened? How did the event end? What did you accomplish? What did you learn?

Here are a few examples of behavioral-based job interview questions:

- * Describe a time when you were faced with a stressful situation that demonstrated your coping skills.
- * Give me a specific example of a time when you used good judgment and logic in solving a problem.
- * Tell me about a time when you had to go above and beyond the call of duty in order to get a job done.
- * Tell me about a difficult decision you've made in the last year.