STAR Method Interview Prep

The STAR method is a simple formula for answering behavioral interview questions. Please see our guide on the STAR method for a complete explanation, tips, and examples. The worksheets in the packet will help you prepare for any interview by drafting five STAR stories, step by step. STAR stands for Situation, Task, Action, Result.

Situation	What was going on?	2-3 sentences
Task	What was your goal?	1-2 sentences
Action	What did you do?	2-3 sentences
Result	What was the outcome?	2-3 sentences

In each practice method, make sure you frame answers from a variety of your educational and life experiences by using the S-T-A-R technique to make sure you fully answer the question and show the value of the experience.

S – Situation
T – Task
A – Action
R – Result

The STAR technique provides a framework for your stories and shows a prospective employer or selection committee how you have handled different situations in the past as a predictor of how you may handle experiences in the future.

Five Key Success Stories
For any interview, prepare these five success stories, ready to discuss in STAR format, or use the blank worksheet to add a new question.

1. Your biggest mistake or failure.
2. Time you worked in a team to accomplish something together.
3. Example of when you took initiative.
4. Time you had a disagreement with your supervisor or group member.
5. Example of when you made an unpopular decision or showcased integrity.

Example Success Stories

Name:

Time you worked in a team to accomplish something together:

Situation What was going on? (2-3 sentences)	*While I was serving as Treasurer of the Sports Management Club, I was asked to determine our annual budget for the monthly social events at sporting events we host for students. I ran the numbers, and I realized we were $2000 short.*
Task What was your goal? (2-3 sentences)	*We needed to raise money to make up the difference. As Treasurer, I saw this as my responsibility to develop and facilitate a way for our organization to raise the needed funds.*
Action What did you do? (2-3 sentences)	*I decided to organize a benefit concession stand during a softball weekend. I spearheaded the project, recruiting members to help, promoting the sale on social media, obtaining all the baking supplies, and coordinating the preparations. I supervised the team on game day, leading the volunteers, tracking purchases, and making sure it all ran smoothly.*
Result What was the outcome? (2-3 sentences)	*We raised over $3500, surpassing our goal. Because of this, we were able to add a special event that year. Best of all, the concession stand helped promote the club, and as a result, attendance at our events increased by 15%.*

Five Key Success Stories

Name:

Your biggest mistake or failure:

Situation What was going on? (2-3 sentences)	
Task What was your goal? (2-3 sentences)	
Action What did you do? (2-3 sentences)	
Result What was the outcome? (2-3 sentences)	

Five Key Success Stories

Name:

Time you worked in a team to accomplish something together:

Situation What was going on? (2-3 sentences)	
Task What was your goal? (2-3 sentences)	
Action What did you do? (2-3 sentences)	
Result What was the outcome? (2-3 sentences)	

Five Key Success Stories

Name:

Example of when you took initiative:

Situation What was going on? (2-3 sentences)	
Task What was your goal? (2-3 sentences)	
Action What did you do? (2-3 sentences)	
Result What was the outcome? (2-3 sentences)	

Five Key Success Stories

Name:

Time you had a disagreement with your supervisor or group member:

Situation What was going on? (2-3 sentences)	
Task What was your goal? (2-3 sentences)	
Action What did you do? (2-3 sentences)	
Result What was the outcome? (2-3 sentences)	

Five Key Success Stories

Name:

Example of when you made an unpopular decision or showcased integrity:

Situation What was going on? (2-3 sentences)	
Task What was your goal? (2-3 sentences)	
Action What did you do? (2-3 sentences)	
Result What was the outcome? (2-3 sentences)	

Five Key Success Stories

Name:

Enter your own question:

Situation What was going on? (2-3 sentences)	
Task What was your goal? (2-3 sentences)	
Action What did you do? (2-3 sentences)	
Result What was the outcome? (2-3 sentences)	