

Use STAR to shine at your interviews!

If you are faced with questions which require you to talk through an example eg “Tell me about a time when you have...” or “Describe a situation where you....” try following STAR to help keep your answers on track, give the interviewer all the information they need and give you confidence in your answer.



SITUATION

Briefly describe the situation eg “When I was working in a newly formed team as Team Leader with...”

This helps set the scene for the interviewer.



TASK/TARGET

Describe what it was you were to do or what you were aiming to achieve eg “I had to resolve a disagreement within the team”



ACTION

Describe what you did, how you did it, why you did it.

This is the most important part of your answer as it is your chance to show your actions and demonstrate your abilities.

Remember to talk about what you did not the company or group as a whole. Use “I” not “we”, the interviewer is interested in you!



RESULT

What happened? What was the outcome?

A “result” can be any number of different outcomes from achieving a goal, or hitting a target to getting positive feedback or learning something new.

It’s always a good idea to give an example with a positive result!

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