Need to ace your interview?

Preparation, Preparation

• Know why you want to work there.
• Be ready to discuss your experience.
• Know how your skills fit in.
• Look your best.

In addition. . .

following the STAR method of answering behavioral based questions will set you apart! It will help you appear more organized and prepared.

STAR

star

Give some background information. Put the experience in context for the interviewer.

task

Describe the specific task in your example.

action

Talk about the actions that you and/or the group took to accomplish the task. Don`t focus on yourself alone if it was a group effort.

results

Tell what results directly followed because of your actions (very important and most commonly forgotten).

What is a Behavioral Based Question?

A type of question that employers ask to get you to reflect on your past performance with the assumption that past behavior is an excellent predictor of future success.

Example: Tell me about a time when you were involved with a team project where one of the team members was not carrying their weight.
Last semester I took a psychology course that required a group project to examine motivation. The professor assigned each person to a 4-person group. My group decided to look at what motivates college students to participate in community services.

task

As a group, we developed a plan to distribute the work between us. However, after the first few weeks, it became apparent that one of our team members was not completing her part of the project and she missed one of our group meetings. The rest of the team decided we needed to find a way to reengage her.

action

I took the initiative to set up a meeting with her where we discussed her interest in the project as well as the other academic responsibilities. After talking with her, it was clear that if we changed her responsibilities to tasks that better fit her skills and interests, she would most likely contribute at a higher level.

results

It turned out that the team could redistribute tasks without compromising so every task member got to work on the pieces of the project that were of most interest to them. In the end, we completed the project and received positive feedback from our professor.