

Using STARS Technique

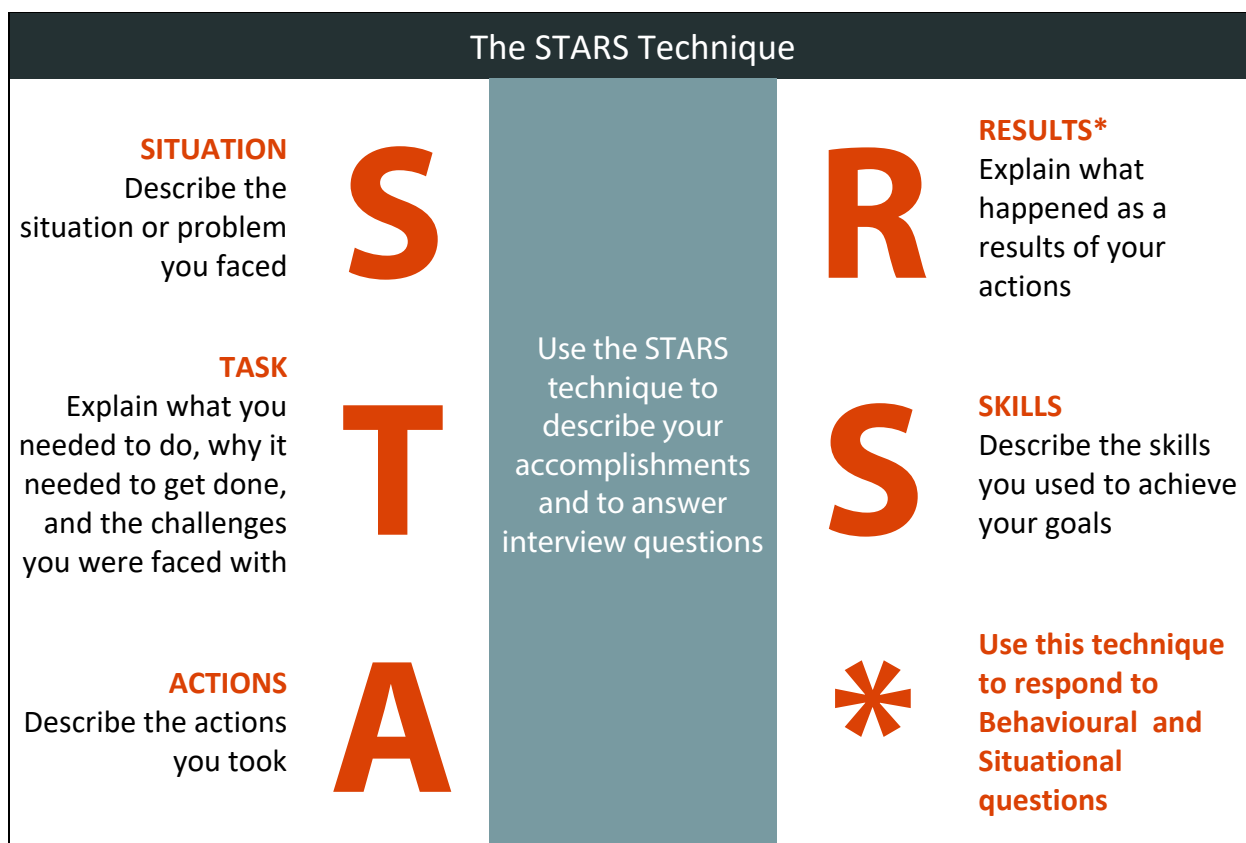
The **STARS** technique can be used to describe your accomplishments, and to prepare for interviews. During an interview you may be asked situational or behavioural questions that require a detailed response.

Situational Questions:

Are presented as problematic scenarios that require solutions. These are referred to as situational questions - not real situations that have happened, but (hypothetical) situations that **could** happen in the position you are applying for.

Behavioural Questions:

Are questions that are based on the idea that your past behaviour indicates how you may behave in the future. The questions are based on your past work experience. You will need to provide specific, real examples of how you used a particular skill or behaviour in your past jobs. Questions often focus on “soft skills” relating to your relationships and ability to manage difficult situations, for example, being able to work under pressure



*Benefits to the organization, customers, co-workers in quantifiable or measureable terms

1. Can you work under pressure? Tell me about a specific time when you had to work under pressure and how you dealt with that situation.

Situation:

Task:

Actions:

Results:

Skills:

2. You have been working on a project for over a month and are about to finish writing the report. Suddenly you realize some very important facts that should be included in this project have been overlooked. What would you do in this situation? **OR** what would you do if this happened?

Situation:

Task:

Actions:

Results:

Skills: