

## ***Using the STAR Technique for Student Interviews***

Using the STAR interview method allows Supervisors to find out who a student is and what they have done in the past to achieve success either in a job, volunteer role or in any relevant experience. It is a structured method used by interviewers using behavior based questions to determine a **Situation, Task, Actions** to achieve a specific **Result**. Behavior based questions help a Supervisor learn about past behaviors in specific work situations.

### **Situation:**

Supervisors can use situation questions to get at the who, what, when or where of student experience.

### **Task:**

Task questions are based on situations. For example: What goal were you working toward? What was your role? In that role how did you manage this situation? What opportunities did you have in this role?

### **Actions:**

Using action questions a supervisor may probe the steps a student took to solve a problem, take on a challenge, complete a project, etc. Explaining actions taken to solve a problem requires students to think sequentially through a process.

### **Results:**

The results portion of an interview asks students to sum up and present tangible evidence of the results of their work. What lessons did you learn? How did you improve the situation through your work? What was the end result of your actions? What did you accomplish?

There are great behavioral questions at this link in the Career Center resources:

[http://berry.edu/uploadedFiles/Website/Premier\\_Work/Career\\_Center/\\_Assets/Documents/Sample%20Behavioral%20Interview%20Questions.pdf](http://berry.edu/uploadedFiles/Website/Premier_Work/Career_Center/_Assets/Documents/Sample%20Behavioral%20Interview%20Questions.pdf)