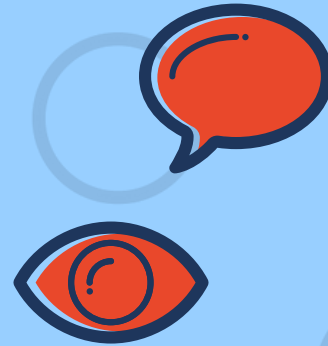


S.T.A.R. (Behavioral) Interview Questions

Situation

Give an example of a situation you were involved in that resulted in a positive outcome



Task
Describe the tasks involved in that situation



Action

Talk about the various actions involved in the situation's task



Result
What positive results directly followed because of your actions.



S.T.A.R. is a logical approach to answering any behavioral based questions. Remember to keep it positive and plan a list of your success that deal with leadership, team activities, communication skills, work experience, etc.

Example of a S.T.A.R. Interview Question and Answer



Tell me about a time you showed initiative and took the lead.



S

Situation



During my last semester of school, I completed an internship at Memorial Hospital in the Human Resources department. I was the first and only intern the department had ever, and they decided to continue the internship program.

T

Task



In order to successfully launch this program, my supervisor asked me to create a training curriculum for the new, incoming interns.

A

Action



To complete this task, first, I outlined all the procedures the new interns would need to learn about the hospital standards, how to operate the different scheduling systems, and how to use the health record and storage system. Next, I created a 3-day training agenda covering these topics. Finally, I facilitated it to four new interns.

R

Result



The training was a huge success. On a survey completed after the training all the interns rated the program a 10 out of 10 in the areas of usefulness and creativity. In addition, each intern rated my communication and leadership styles as "Excellent."

Frequently Asked Behavioral Interview Questions

Describe a situation in which you were able to use persuasion to successfully convince someone to see things your way.

Describe an instance when you had to think on your feet to extricate yourself from a difficult situation.

Give me a specific example of a time you used good judgement and logic in solving a problem.

Describe a time on any job that you held in which you were faced with problems or stresses that tested your coping skills

Give me a recent example of how you helped a co-worker improve his or her job skills.

Tell me about the most difficult problem you have solved in the last year.

Give me an example of an important goal that you set in the past and tell me about your success in reaching it.

Provide an example of when you had to go above and beyond your normal duties in order to get the job done.

