The STAR Method for Formulating Answers

The STAR method is a strategy for **answering behavior-based questions** to evaluate your skills gained in past experiences. Practice this to be prepared for most interview questions.

Situation

State the situation or context.

Describe the setting in which your example takes place. What was the situation? What were you doing? Who were you working with? What were you working on?

Answer: *"During my role as an intern at company X, I was responsible for managing all of the details for events, and I supervised a group of five for hosting events."*

Task

Identify the task or issue at hand.

Explain the 'problem' and what you needed to address. What was the goal you were striving for or the problem you were trying to solve?

Answer: *"After reviewing past reports, I found that event attendance had dropped by 20% over the past few years. I wanted to make sure that we brought attendance back up."*

Action

Explain the action you took.

Talk through the specific steps you took to address the task at hand. Demonstrate and mention skills you used. What did you do to resolve the problem or reach your goal?

Answer: *"First, I collected feedback from past attendees and vendors by sending out a survey. I used this to design a new approach that would be more effective in promoting the event."*

Result

Discuss the results of your efforts.

Explain how your actions contributed to the overall result. How did the story end? What did you learn from the experience? Include concrete, quantifiable data to provide specific details in your response.

Answer: *"The company was able to use the new plan to host a new event. By using my strategies, we raised attendance by 30% in the first year. I learned that it is important to continually adapt strategies to increase participation."*

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