

# STAR TECHNIQUE

During the interview, the S.T.A.R technique is a really useful framework you can employ to help you answer competency based questions thoroughly and well. It provides you with a structure to help 'tell the story', in a detailed, coherent and convincing way.

Using the S.T.A.R technique:

## **S – SITUATION**

This is where you explain briefly a project or work situation relevant to the question given, in order to set the scene. It would normally include describing (succinctly) what the project, brief or issue you were presented with, who was involved and what the desired outcome was intended to be.

## **T – TASK**

This is where you explain what plans you made and how you decided to tackle the project or situation you experienced in order to try and achieve the desired outcome. It is best to highlight one or two specific decisions that were made, (especially if they were difficult and why), and the thought process behind the plans and decisions.

## **A- ACTION**

This is where you explain what plans you made and how you decided to tackle the project or situation you experienced in order to try and achieve the desired outcome. It is best to highlight one or two specific decisions that were made, (especially if they were difficult and why), and the thought process behind the plans and decisions.

## **R – RESULT**

Finally, you sum up what the outcome of your planning and action was and if it was successful or not. Don't forget to include why you think it was or wasn't successful and what you learned from it. Whether it was a positive outcome or not, and whether the outcome was the desired one or something unexpected – what you learned from it is one of the key bits of information that your interviewer will be looking for.

## **IN A NUTSHELL:**

The narrative follows this framework:

'This was the situation. This is what I was tasked with. This is what I did. This is the result I saw'.

## **MOTIVATIONS:**

Be ready to talk about your passions and your motivations, and to articulate what you are looking for in a new role. Also, make sure you highlight what interests you in the role on offer, and in the company you are talking to; the more passionately you can do this the better!