

## Use the STAR Method for Behavioral Interviewing Success

The acronym STAR provides you with a guide to formulating answers for behavioral based interview questions. In asking these kinds of questions, the interviewer wants the interviewee to give specific examples of how he/she responded in certain situations. The interviewer is not looking for long, rambling answers but quick, focused responses to demonstrate that the interviewee has specific skills or qualities needed for the job. It is not difficult to be successful in a behavioral interview if you take the time to practice!

Behavior Based Question	S Describe the situation	T Describe the task involve	A Describe the action taken	R Quantify the results
Give an example of a time you identified and solved a problem.	During my internship last summer at 3M, I was responsible for managing various vendor events.	I noticed that attendance at these events had dropped off by 30% over the past 3 years and I wanted to do something to improve these numbers.	The team that was working on the events designed a new promotional packet to go out to the vendors. We included a rating sheet to collect feedback on our events and organized round table discussions with several vendors to discuss the problems.	Using the ideas received from the vendors, we made some changes and raised attendance by 18% in the first year.
How did you sell a new idea to a team you worked on?				
How do you decide on what gets top priority when scheduling your time?				