STAR-L Method for Interview Success

Regardless of an interview being in-person *or* virtual, The STAR-L method to answering interview questions will serve you well.
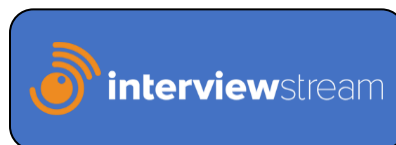
Most employers have left the standard resume-style interview format in the past. Instead, behavioral-based interviews reveal how your past successes (and failures) will benefit the employer and the position you are interviewing for.

Practicing your answers to commonly asked interview questions with this format in mind will provide consistency to both you *and* your interviewer as you navigate through your interview.

Situation   Describe the event or situation that took place.

Task   Explain the task or project you were required to complete.

Action   Describe specific actions you took to complete the given task.

Result   Explain the end result. Was it a success or did it become an opportunity for improvement?

Learn   Share what you learned through the experience. Whether a success or failure, share how each has prepared you to take on new challenges for the employer in the future.

COMMON QUESTIONS YOU WILL PROBABLY BE ASKED (Find many others on page 28 of Career Guide)

- Tell me about a time you were working on a project or task and things didn't go according to plan. What was the ultimate result?
- Tell me about a time you solved a complex problem. What was the ultimate outcome?
- Tell me about a time you worked with a difficult co-worker or teammate. How did you work through it?
- Tell me about a time you showed perseverance in the classroom or workplace. What was the outcome?
- Have you ever had to deal with an upset client or customer? How did you handle the situation?
- Tell me about a time you had competing priorities. How did you organize your time to ensure they all were completed on time?
- Tell me about a time you went above and beyond. How did it benefit your employer and/or team?
- Describe a time you developed a solution to a problem by combining different perspectives or approaches.

The Center for Career Development offers students and alumni access to InterviewStream, where you can share your practice session and answers with others to elicit valuable feedback and fine tune your virtual *and* in-person interview skills. Interviewing well is a skill – and skills are developed through practice!

https://www.tntech.edu/career/students/interviewstream.php