

STAR METHOD TO ANSWER QUESTIONS ON BEHAVIORAL INTERVIEWS



The job readiness workshops are possible thanks to the support of



The word STAR corresponds to the acronym of the acronym: Situation, Tasks, Action and Results.

The STAR method or model is a technique designed to evaluate behaviors that show whether the interviewee has the competence to be evaluated.

Following the concepts that are in the words that make up the acronym, the issue is to raise or define a situation in the past, the tasks that the evaluated person had to perform in the face of that situation, the actions he took and what were the results achieved.

To answer this type of question consistently, you need to follow a logical order. For example:

Situation

Best describes what, when, where it happened. That is, you have to delineate the context very well, providing relevant details.

Task

Tell exactly what was expected of you in the situation and, do not forget to disclose the measures you took in a particular way to resolve the situation.

Actions

Explain through behaviors accompanied by skills what you decided to do to resolve the situation. Correctly frame the actions that led you to have the obtained result, adding the reason why you decided to apply those actions and why you left out others that were not relevant to you and finally, add to this explanation what resources you used and how you applied them .

Results

Comment on the result you obtained because of your decisions, if you can quantify it much better. In addition, relate the consequences, what you learned, how this result was perceived in your environment or if you received any kind of recognition.



Star Method

Facing this type of interview is quite a challenge. To do this, you must prepare yourself mentally to answer accurately at the time of the interview. To prepare for these types of interviews, you can follow these recommendations:

- Carry out an analysis of all those work situations where you were able to demonstrate your skills and order them depending on the skills that they describe.
- Find out what skills the job requires, which in many cases are specified in the job offer.
- Express yourself positively, show a good attitude and project confidence in what you say.
- Be brief.
- It is best if you have quantified the results.