

Drafting A STAR Story

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Agenda

- Behavioral questions and the STAR format.
- Group practice with facilitators
- Sharing and Reflection

What is a behavioral interview?

- “Tell me about yourself.”
- Behavioral questions
- Situational/prospective questions
- General questions

What is a behavioral interview?

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Behavioral Questions

-Often in the approximate format of “Tell me about a time when...”, “Tell me more about this experience.”

Ex1: Tell about some of your teamwork experience

Ex2: Describe how you’ve handled a sudden interruption to your schedule.

-Why do interviewers ask behavioral questions?

A good predictor of future performance is past performance in similar situations

Qualities to find out: Teamwork, Leadership, Handling Conflict, Problem Solving, Failure, Accomplishments

Clarity in presentation

STAR Format

STAR: A structured manner of responding to a behavioral-based interview question, by specifying the following 4 aspects:

-**Situation:** Describe the situation that you were in.

-**Task:** Describe the challenge and expectations/goals.

-**Action:** Describe the actions you took to address the situation with an appropriate amount of detail. Keep the focus on YOU.

-**Results:** Describe the outcome of your actions. Don't be shy about taking credit for your endeavor.

Group practice with facilitators

Dr. Ethan Sarnoski, GSAS'18
Joining **McKinsey**, Pittsburgh

Dr. Sara Katrancha, GSAS'18
Joining **McKinsey**, Pittsburgh

Group Practice

- Each group picks a behavioral question
- Each member has 3 min to answer the question. The next one comments on the answer (2 min) and then gives his/her answer, and so on.
- The facilitator will comment after each answer as well as after every has finished.

Useful Formats

Situation:

- When I was working as / serving the XYZ role at ABC company/organization...
- Just last month I had a situation where...

Task:

- The goal we had to achieve was...so we needed to...
- In order to fix...we had to...

Action:

- What I did was...A/B/C...[and why]

Result:

- In the end we...[achieved great result as measured by]
- We met the deadline and...
- I received an award/recognition for...
- ...reduced / increased XYZ by X [be as quantitative as you can]

Sharing and Reflection

Thank You!

preparation materials

1. **STAR Interview Introduction Video:** <https://www.youtube.com/watch?v=0nN7Q7DrI6Q> (6 min).

2. **Review your past experiences** (20 min): review situations (especially those listed in your resume) where you highlighted your skills and good qualities, or achieved noticeable results. The following questions might help:

Have you ever helped someone get through a problem?

Have you ever helped meet a tight deadline?

Have you ever received an award or recognition for your efforts?

Have you ever over-achieved a target of some kind?

Have you ever made a significant impact on someone?

3. **STAR Interview Questions** (20 min): Some sample questions that can be answered using a STAR format are attached. Start to think of how you would answer them.