
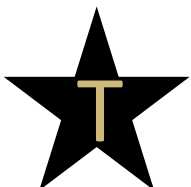

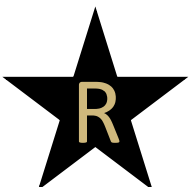


Definition of **STAR** interviewing:

The STAR method stands for Situation, Task, Action, and Result. With this behavioral interview approach, employers can find out how candidates would act in certain situations on the job based on their past experiences. Candidates' answers would describe a situation, the required task, the candidate's chosen action, and the result of that action. The premise behind STAR interviewing is that the most accurate predictor of future performance is past performance in similar situations.

			
Situation	Task	Action	Result
Answers to STAR interview questions should first paint a picture of a problem or dilemma that the candidate ultimately solved. Interviewees can explain how the situation came about and who else was involved.	The "Task" component of a STAR answer elaborates on the candidate's role in this situation. What were they tasked with doing in response to the situation? Who identified this task? What was the desired result of carrying out this task?	The "Action" in a STAR answer reveals how the candidate actually approached that task, and the steps they took to solve the problem introduced in the "situation" stage of their answer.	The "Results" included in a STAR answer should explain the outcome of the candidate's actions. Was the original problem solved? How did the candidate's results differ from the expected results? What did they learn?

Tips for Developing **STAR** Questions

1. Base situational and behavioral questions on events/situations that have occurred in the position to be filled. The more the questions are based on what really happens on the job, the better they will be at predicting job performance.
2. Ensure that you design your questions so the candidate will know that you want them to describe the particulars of the situation, task, problems, or context; the actions taken (or not); and the result or impact. Asking probing questions is encouraged if the candidate is not answering the full question to make sure you are getting the full picture.
3. Make sure that your questions are clear and unambiguous. Have them reviewed by someone who was not involved in their development. Your Recruiter will be happy to assist in this effort.

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