



Postdoctoral Affairs

UNIVERSITY OF COLORADO **BOULDER**

Interviewing: How to be a STAR

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BEHAVIOR-BASED INTERVIEWING

HUH?



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WHAT IT IS

Aimed at learning about how you will operate as an employee.

Assess relevant core skills.

Leadership

Communication

Problem Solving

Real-life examples of relevant situations.

“Give me an example...”

“Describe a time when...”



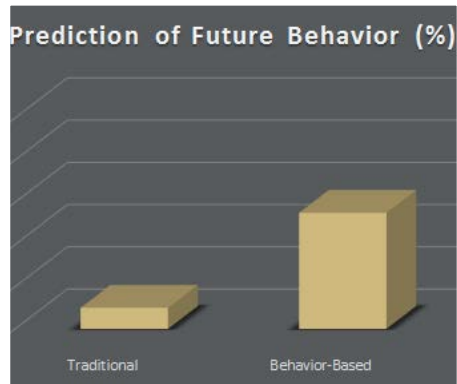
EXAMPLES

- Tell me about a time when you had multiple priorities, and how you were able to complete your tasks.
- Tell me about a time you were under a lot of pressure. How did you get through it?
- Give me an example of a time you managed multiple priorities.
- Describe a time when you had a conflict with a supervisor or coworker, and how you solved it.



WHY IT'S USED

EFFECTIVE



55% predictive of
job performance

OBJECTIVE



Fact-based

IN-DEPTH



Open ended
questions avoid
canned responses

LEGAL



All candidates
assessed on the
same skills



failing = prepare
to prepare = to fail

YOUR INTERVIEW



MESSAGING

I am a professional

- Demonstrate preparation
- Present yourself as a colleague
- ↑ Courtesy & confidence

I have the skills you need

- Details/numbers
- Examples
- Go beyond your resume

I am a team player

- Highlight teamwork & leadership
- Demonstrate how you fit into the group

What are your key messages about your skills/work ethic? What makes you unique?

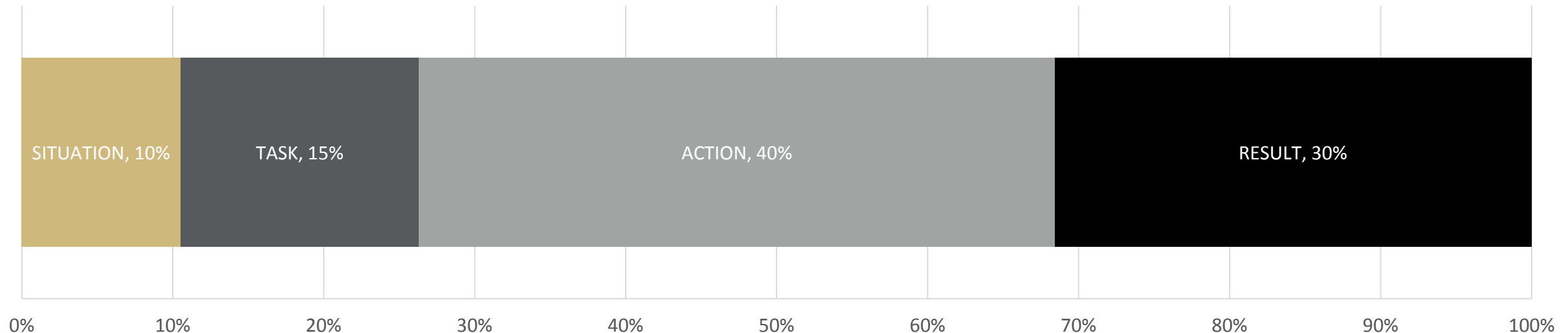
What experiences do you have that demonstrate your message?



STAR TECHNIQUE

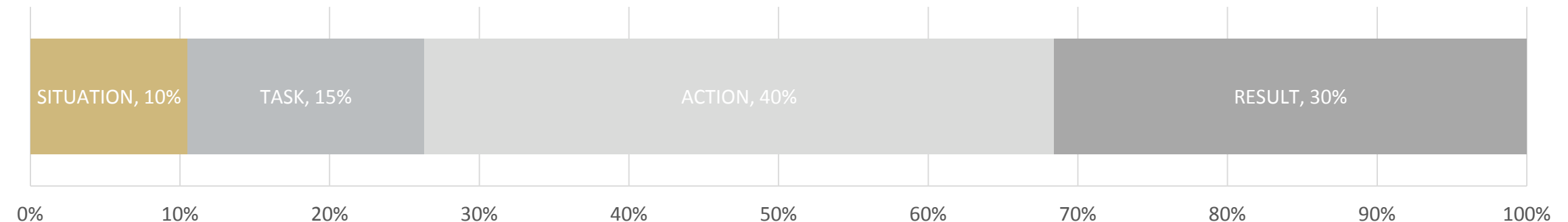
- **Situation** Where? Who? When?
- **Task** What? Why?
- **Action** How?
- **Result** What happened – individual
and group benefit

STAR helps you tell a story to showcase your organization, skillset, and ability to solve problems.



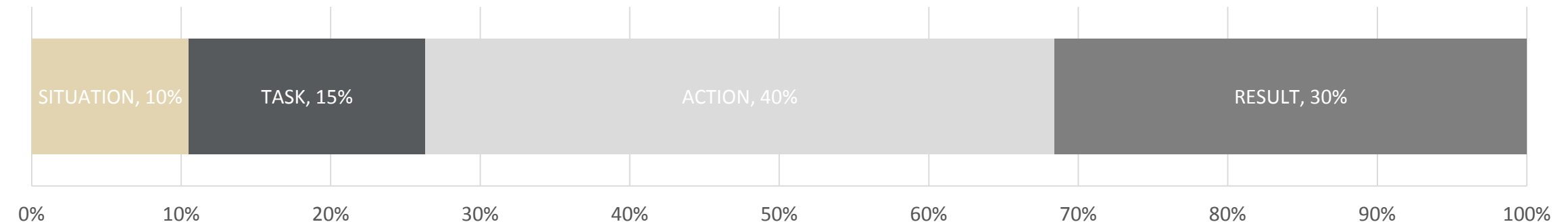
SITUATION

- Provide context.
- Specify the event/situation in question.
- Not a general description of what you usually do.
- Enough detail for the interviewer to understand (consider their background).
- 10% of your answer.



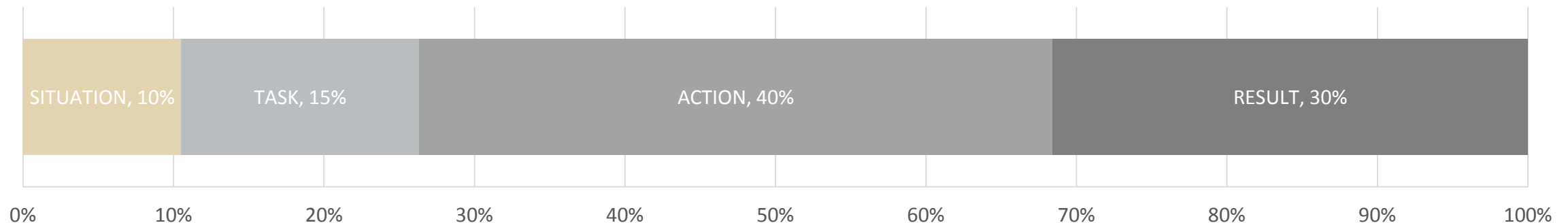
TASK

- Describe the problem that needed to be solved, or the task that you needed to complete.
- Describe your goal in completing this task.
- 15% of your answer.



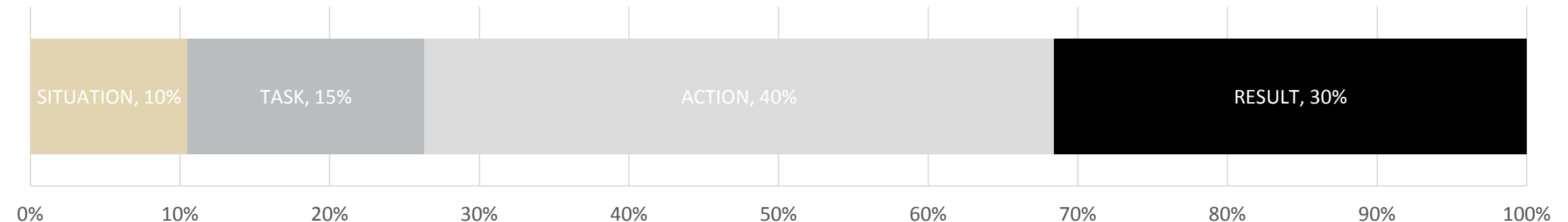
ACTION

- Describe, in detail, the specific actions you took.
- Not what you might do.
- Describe skills or tools you used, and why,
- Keep the focus on you.
- Most important part.
- 40% of your answer

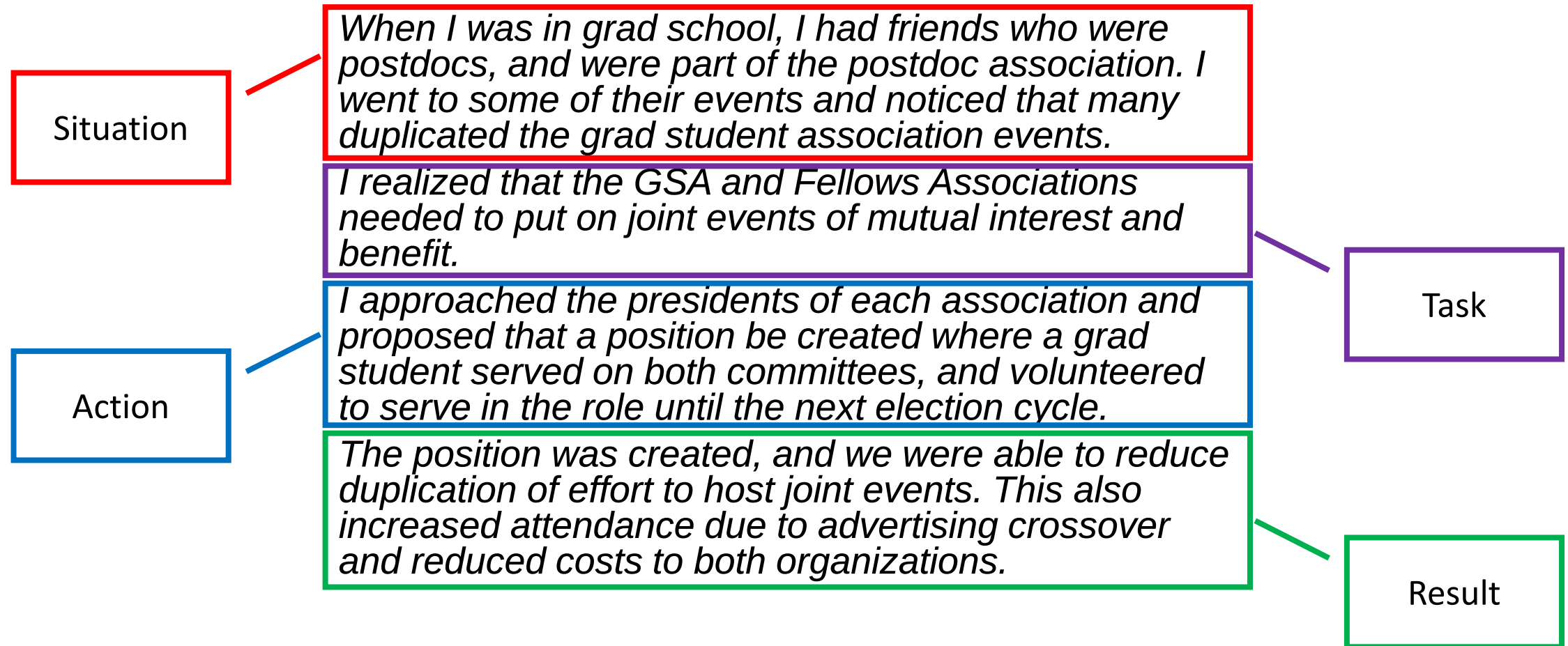


RESULT

- Describe, in detail, what happened as a result of your action.
- Focus on tangible results.
- How your actions benefitted:
 - You
 - Your workgroup
 - Your company
- 30% of your answer.



DESCRIBE A SITUATION WHERE YOU SHOWED INITIATIVE AND THE RESULT OF THAT INITIATIVE.



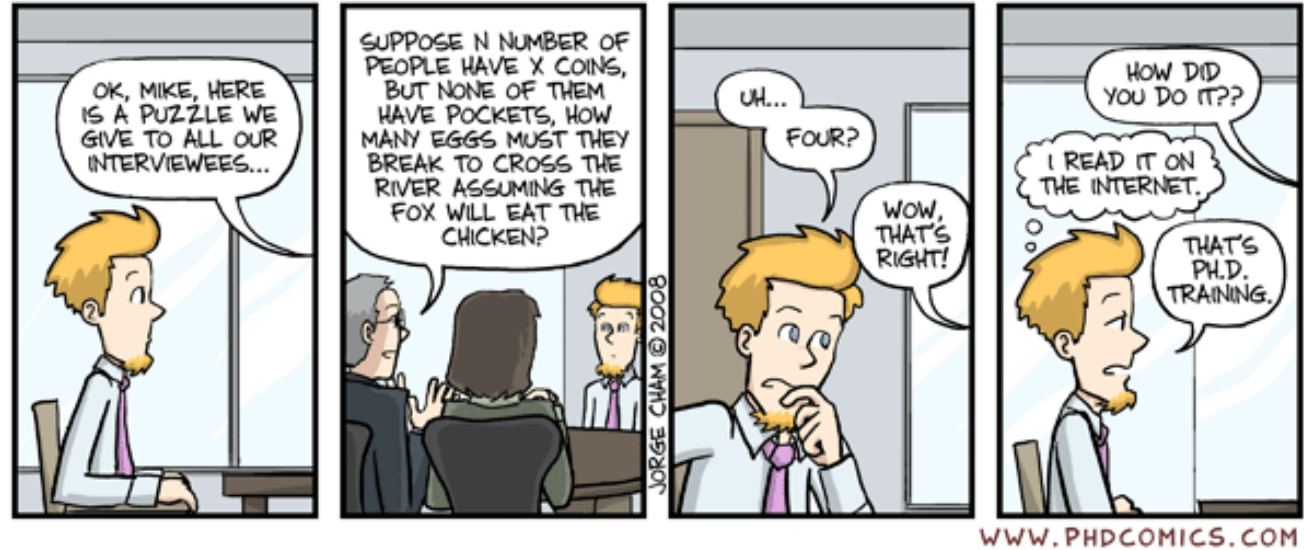
PRACTICE

- Tell me about a time you had a conflict at work.
- Give me an example of a time when you set a goal and were able to meet or achieve it.
- Give me an example of a time when you set a goal and were not able to meet or achieve it. How did you handle that situation?
- Describe a situation where you knew your boss was wrong – how did you handle it?



TIPS & TRICKS

- Never turn down an interview
- It's a conversation
- Everyone is interviewing you
- Prepare a typed plan
- When stumped or stuck
 - Take a drink of water
 - Take time to write down question and sketch out an answer
 - Ask to rephrase
 - Use a similar situation or example from your personal life
- Write your questions in a notebook, and use it to keep track of what you've asked



LEARN MORE

STAR Technique/Behavior-Based Interviewing

<https://www.livecareer.com/quintessential/behavioral-interview-preparation>

<http://r1consulting.com/behavioral-interviewing/>

<https://www.themuse.com/advice/30-behavioral-interview-questions-you-should-be-ready-to-answer>

<https://www.insidehighered.com/advice/2016/10/24/how-shine-job-interviews-essay>

General Interviewing

<http://www.colorado.edu/postdoctoralaffairs/interviews>

<http://www.colorado.edu/career/resumes-interviewing/interviewing>

