

# S.T.A.R.R. Method Student Pamphlet

The S.T.A.R.R. method is an organized way of forming your responses to behavioral interview questions and can be used in networking and resumes to speak to your experiences. In interview settings, candidates are often questioned about past experiences to gauge how they might perform in the future. The S.T.A.R.R. method is an effective way to give enough information to recruiters about how you have faced previous challenges and how that connects to the value you can bring to their organization. Therefore, recruiters often encourage the use of the S.T.A.R.R. method.

As you follow along with the S.T.A.R.R. method, think about your own concrete example and follow along with each step.

The letters in S.T.A.R.R are defined as follows:

**Situation:** give enough context to set the scene.

*I took an Intro to Business class to build my technical and collaboration skills within the field.*

**Task:** explain what your specific responsibility or goal was in that situation.

*My group was assigned to create weekly business case presentations.*

**Action:** showcase what steps YOU specifically took towards the task.

*As group leader, I created our timelines and coordinated meetings to ensure we delivered more than 15 assignments on time.*

**Result:** speak to the results of your actions.

*As a result, we achieved an A+ average and were recognized as a top-performing group within the class.*

**Reflection:** think about what you learned from this experience.

*From this class, I was able to develop strong leadership and organizational skills by learning to proactively plan and set clear deadlines for a team.*