



**Lambda**

# Behavioral Interviewing & STAR Stories



# Why interview?

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An interview is designed to do two things:

1. Confirm that you have the right skills (both technical and interpersonal) to do the job well
2. Evaluate if you're someone the team wants to work with

# Interview Questions Broken Down

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Interview questions will always be driving towards one or both of these two goals.

It's critical to prepare so that you can tailor your answers to align with what that interviewer and company prioritizes.

By choosing the most relevant words, skills, and examples, you can pull from a limited amount of experience to stand out in a variety of interview settings.

# Types of interviews:

- Phone screen
- 1:1 Interviews
- Back-to-back
- Panel interviews
- Group interviews
- Project/assignment-based

# Types of interview questions:

- Skills-based: “How have you used \_\_\_ tool...”
- Scenario / Situational: “What would you do if...” or “What is your greatest strength?”
- Behavioral: “Tell me about a time when...”
- Curveballs: “If you could travel back in time...”

# How to Respond

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## STAR

*For behavioral and situational questions*

- Situation
- Task
- Action
- Result

## FEB

*For skills-based and some open-ended  
situational questions*

- Feature
- Example
- Benefit

You don't need to have dozens of stories prepared for each question you may be asked.

Think of **6-8 strong stories** that can be tweaked to answer a variety of questions, and get REALLY comfortable telling them (using the STAR method!) in different contexts.

# How can I sound qualified with little to no experience?

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## Transferable skills!

**Transferable skills**, also known as “portable skills,” are qualities that can be transferred from one job to another. This can include communication, project management, adaptability, leadership, and more.



# Examples of Transferable Skills

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Retail/Sales



Communication

Administration



Project Management

Team Sports



Collaboration

# Interview Do's and Don'ts

## DO

- Ask clarifying questions (if needed)
- Take notes, and bring notes
- Reference the job description frequently
- Make eye contact
- Take a few moments to think before answering
- Repeat the question at the end as a way to wrap up your response

## DON'T

- Say “I don’t know” or “I’ve never been in that situation before”
- Provide the same answers in every interview
- Ramble
- Answer questions without examples to back yourself up
- Lie

# Break Down a Posting

## IOS Developer-04126

### DESCRIPTION

As an iOS developer at Gallup, you'll lead projects centered in innovative iOS technology that help us fulfill our mission of changing the world. As a key member of our small and agile iOS mobile development team, you'll take ownership of cutting-edge development work, from developing apps that help people capitalize on what they do best to delivering mobile technology that enables managers to build engaging workplaces. Creating new dashboards, designing Siri-like features, and modernizing and improving the UI of existing apps, you'll have the freedom to create the solution and workstyle that enables you to do your best work.

Want to know more about the apps you'll have a chance to work with? Check out our existing apps and start envisioning how you can help us maximize these programs.

- Gallup Access
- CliftonStrengths
- Gallup Panel
- Engagement Every Day

### Who we want:

**Groundbreaking developers.** The mobile world is always changing. Can you stay ahead of the trends, research what's new in the market and create plans to incorporate new ideas for Gallup's business into our apps?

**Self-starters.** At Gallup, project ownership is crucial. We don't micromanage – we support and encourage. We look for people who excel on their own, who push their own boundaries and always think about what else they can do to maximize their work.

**Mobile visionaries.** Can you see opportunities where others don't? Are you a futuristic thinker whose creative and fresh ideas will influence the lives of millions around the world? If so, we want to meet you... apply now.

### What you need:

- Bachelor's degree in computer science, software engineering, or MIS or equivalent experience
- Two+ years of experience with Swift in a corporate environment
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# Figure out what's flexible

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# Identify the soft skills needed

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# Things to research or brainstorm

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# Find key culture words

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# This is how you tailor your answers

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# Your turn! Options for Friday's assignment

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If you are a very nervous interviewer or have limited experience:

Complete the STAR & Common Interview Questions worksheet with general responses that could apply to a range of work settings

OR

If you are familiar with STAR/FEB but want to build your confidence relating your past experience to technical roles:

Find a job description that you are fairly qualified for (you meet 50%-80% of the requirements), go through the mapping process we just did together, and write out responses in the STAR worksheet that are specifically tailored to that role