**STAR Interviewing Response Technique for Success in Behavioral Job Interviews**

**One strategy for job-seekers preparing for behavioral interviews is to use the STAR Technique, as outlined below. (This technique is often referred to as the SAR and PAR techniques as well.)**

Read up on the technique, and then try it out with our list of [sample behavioral interview questions](http://www.quintcareers.com/sample_behavioral.html). Read one [SAR Story](http://www.quintcareers.com/SAR_story.html).

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| **S**  **ituation or**    **T**  **ask** | Describe the situation that you were in or the task that you needed to accomplish. You must describe a specific event or situation, not a generalized description of what you have done in the past. Be sure to give enough detail for the interviewer to understand. This situation can be from a previous job, from a volunteer experience, or any relevant event. |
| **A**  **ction you took** | Describe the action you took and be sure to keep the focus on you. Even if you are discussing a group project or effort, describe what you did -- not the efforts of the team. Don't tell what you might do, tell what you did. |
| **R**  **esults you achieved** | What happened? How did the event end? What did you accomplish? What did you learn? |

**SHARE Model**

A similar method to the STAR Method is the SHARE Model for responding to behavioral-based [job interview questions](http://www.quintcareers.com/STAR_interviewing.html):

**S** -- Situation; describe a specific situation;  
**H** -- Hinderances; identify any hindrances or challenges faced;  
**A** -- Action; explain the action(s) you took in response;  
**R** -- Results; discuss the results or outcomes from your action(s);  
**E** -- Evaluate; explain and evaluate what you learned from the experience.