Behavioral Interview Questions and STAR Method

TEAMWORK & COLLABORATION

- Describe a time you worked effectively as part of a team.

* Capstone – Admin
  + Situation
  + Task
  + Action
  + Result

- Tell me about a situation when you dealt with a difficult team member.

* Capstone – Felix
  + Situation
  + Task
  + Action
  + Result

- Can you share an example of how you resolved a conflict within a team?

* Advance -- Sam and Marie
  + Situation
  + Task
  + Action
  + Result

PROBLEM-SOLVING & DECISION-MAKING

- Give an example of a challenging problem you faced and how you solved it.

* Undergrad Capstone – Hackathon
  + Situation
  + Task
  + Action
  + Result

- Tell me about a time when you made an important decision with limited information.

* Going back to school -- MSBA/after Tombras internship
  + Situation
  + Task
  + Action
  + Result

- Describe a situation where you had to think quickly to handle an unexpected issue.

* \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
  + Situation
  + Task
  + Action
  + Result

LEADERSHIP

- Provide an example of a time you took the lead on a project.

* Fastenal -- Back Room reconfiguration
  + Situation
  + Task
  + Action
  + Result

- Tell me about a situation where you motivated others toward achieving a common goal.

* Title Boxing – pretty much any time I had to teach a class
  + Situation
  + Task
  + Action
  + Result

- Describe a scenario where you had to provide constructive feedback to someone.

* Advance – Carl
  + Situation
  + Task
  + Action
  + Result

ADAPTABILITY & FLEXIBILITY

- Describe a time you had to adapt to significant change at work.

* Sears Auto Center -- Going from Sears/Roebuck to Sears Holdings’
  + Situation
  + Task
  + Action
  + Result

- Share an example of a situation where you managed competing priorities.

* \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
  + Situation
  + Task
  + Action
  + Result

- Can you tell me about a time when things didn’t go according to plan? How did you handle it?

* \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
  + Situation
  + Task
  + Action
  + Result

COMMUNICATION SKILLS

* - Give an example of how you successfully persuaded someone to see things your way. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
  + Situation
  + Task
  + Action
  + Result

- Describe a situation when you had to communicate complex information clearly.

* \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
  + Situation
  + Task
  + Action
  + Result

- Tell me about a time when you had to handle sensitive information.

* Vanderbilt Mortgage -- first time working in information security
  + Situation
  + Task
  + Action
  + Result

INITIATIVE & MOTIVATION

- Provide an example of a time when you took initiative beyond your responsibilities.

* \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
  + Situation
  + Task
  + Action
  + Result

- Tell me about a situation where you identified a problem before it became critical.

* Advance -- Sam and Marie/Scheduling conflicts
  + Situation
  + Task
  + Action
  + Result

- Describe a goal you set for yourself and how you achieved it.

* 2016 -- Going back to school
  + Situation
  + Task
  + Action
  + Result

TIME MANAGEMENT & ORGANIZATION

- Share a situation where you managed a large workload under tight deadlines.

* Last semester of MSBA -- Deep learning, Capstone, Text mining
  + Situation
  + Task
  + Action
  + Result

- Describe a time when you effectively prioritized tasks to meet goals.

* Last semester of MSBA -- Deliverables balancing, client meetings, and coursework
  + Situation
  + Task
  + Action
  + Result

- Tell me about an occasion when you successfully organized a complex project.

* Last semester of MSBA -- Coordinating Capstone milestones with multiple stakeholders
  + Situation
  + Task
  + Action
  + Resul
  + CUSTOMER SERVICE & CLIENT INTERACTION

- Describe a situation where you went above and beyond for a customer or client.

* \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
  + Situation
  + Task
  + Action
  + Result

- Can you give me an example of dealing effectively with an unhappy customer?

* \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
  + Situation
  + Task
  + Action
  + Result

- Tell me about a time when you had to build or maintain relationships with a difficult client.

* \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
  + Situation
  + Task
  + Action
  + Result

HOW TO APPLY THE STAR METHOD

- S (Situation): Briefly set the context.

- T (Task): Explain your role or responsibility.

- A (Action): Clearly detail the specific actions you took.

- R (Result): State the outcome and emphasize your achievements or lessons learned.

Practicing answers to these questions using the STAR format will help ensure you provide structured, clear, and compelling responses in your interview.