

INTERVIEW TECHNIQUE

# You're Doing the **STAR** Method Wrong

The classic 4-step framework is missing the most critical element.

The Mistake

# You Stop at R

Results feel complete. But to the interviewer, you're leaving the door open for a follow-up question they'll definitely ask.

## STANDARD STAR BREAKDOWN

**S = Situation**

**T = Task**

**A = Action**

**R = Results**

**? = Missing ???**

*This is where most people stop.*

ADD THIS ONE FINAL STEP

# L = Lessons Learned

(Or: What I'd Do Differently)

What did you learn? How would you approach it  
differently next time?

## WHY THIS MATTERS

### It Demonstrates Self-Awareness

Arrogant people claim they did everything perfectly. Confident, humble engineers acknowledge what they'd improve.

Interviewers want the latter.

# **Master Your Stories In Extreme Detail**

## **Step 1: Write It Out**

Full narrative (2–3 paragraphs) with dates, names, specifics, emotions

## **Step 2: Extract Bullets**

Boil it down to 5–7 bullet points you can memorize

## **Step 3: Practice It**

Deliver it conversationally in 2 minutes (not robotic)

**WHAT INTERVIEWERS THINK**

# **STAR Story + L (Lessons)**

= Candidate who is capable, reflective, and coachable

**That's who gets hired.**

# Ready to Master Your Interviews?

[Book a Strategy Session](#)

*Let's build your master story vault in the next 21 days.*