

## 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.*