

## Steps to Nailing the Interview STAR Technique

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### Shine bright at your next interview with the STAR technique

#### In four easy steps!

Let's set the picture. Your interview is going really well and suddenly, the interviewer asks you one of those 'tell me a time when...' questions. Ever experienced that sinking feeling that comes when your mind suddenly goes blank, and you can't think of a single relevant example? Sometimes, even the seemingly easiest of questions can lead to an awkward dissapointment if it catches you off-guard.

Going home feeling like you didn't fully convey your experience and abilities is no fun. And unfortunately, time machines haven't been invented yet (we'll let you know when they are).

Lucky for you, we're here to help you! The STAR method will help you prep excellent answers to nail situational questions.



To put it simply, a format to easily answer behavioural questions.

You'll recognise them because they're open-ended, and ask you to draw on personal experience to give a concrete example as to how you handled a certain situation ie. what type of approach, technique or method you'd typically use to tackle a problem.

Sounds easy enough, right? Now, the challenge is to answer the question straight-forwardly and concisely...and most importantly, whilst answering the actual question.

## What does it stand for?

Remembering what STAR stands will help you build your answer!



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To make your answer informative, digestible... and easy to take notes of (your interviewer will thank you!).

#### I) Find a good example

Extract good stories from experience by checking your CV. Refresh your memory and prep a range of anecdotes to draw on.

Don't just blurt out the first one! Think before answering. It'll also show presence of mind, and that you're not overly rehearsed.

#### 2) Describe it!

Don't go overboard with unnecessary detail or context.

Just give a clear picture of that situation and its complexity to show how you succeeded.

Keep it relevant!

#### 3) Highlight your tasks

Show why you're the perfect fit.

Here, they may ask questions related to technical aspects of the responsibilities that you describe to check for authenticity. Be specific!

Needless to say, don't embellish or fabricate anything!

#### 4) Showcase it!

Bring it to life with details and takeaways that link to the job description. This isn't the time to be vague, or modest.

Be clear about your contributions and highlight how you produced a positive outcome.

#### One final note

Follow these four simple steps, practice them, and we can ensure you you'll massively improve your interview skills!

And if you need any further help (or are on the lookout for your next dream job) lay the first stone by browsing our opportunities <u>here</u>.

Or get in touch with us at 029 2160 2111!