**STARS: The New Method of Interviewing**

We’ve all heard of the STAR method of interviewing before – it is a great tool to use during an interview. However, there is one thing missing. STAR doesn’t leave room to talk about your Strengths and Talents – your ability to provide natural and near-perfect performance. Allow me to introduce to the new method of interviewing to you. STARS stands for: Situation, Task, Action, Result, Strength. It’s a new twist on a classic method.

Situation: Describe a specific situation you were involved in or a task you needed to complete. It is important to provide enough information for the interviewer to understand and be succinct at the same time.

Task: What were you trying to accomplish?

Action: Describe the action steps you to accomplish the task or address the situation. Remember this is about you, the action you took – use the word “I” not “we.”

Result: What was the outcome? Describe what happened because of the action steps you took. How did this turn out? What did you learn?

Strength: Wrap in a Strength; whether you use the exact language or not, reflect on the experience and describe how you developed one of your Strengths.

**Now let’s look at an example**

Example – Tell me about a time when you had to lead a team.

Situation: As a New Student Orienting Peer Leader for West Texas A&M University, I was responsible for a group of twenty first year students during each of seven NSO’s throughout the summer.

Task: My role was to help all twenty of the first year students in my group become acquainted with the University campus and aide in their transition to college.

Action: During the week, I facilitated activities within my group, lead small group discussions and created a welcoming and safe environment for the students to feel a part of the campus culture.

Result: As a result, I had countless positive interactions with each of the students in my group and assisted them in successfully transitioning to college.

Strength (Includer): In doing so, I developed my ability to create a welcoming and inclusive environment where all 70 first year students felt comfortable and excited for every activity and experience as well as eager to return to campus for Buff Branding – the second half of NSO.

We chose the Includer Talent Theme for this example. For those that don’t know much about Includer, people with high Includer are very aware and accepting of others; they want to make sure that everyone is involved and feels welcome in groups and other social settings. In this STARS example, we learn that the interviewee was charged with the task of creating a welcoming and easy transitional experience and was able to do so and develop his or her Includer Strength in the process.

If you were asked a similar question, what Strength would you use?

***Source***

*The University of Minnesota’s Strengths Quest Web Site*

*http://www.drexel.edu/scdc/resources/STAR%20Method.pdf*