



Behavioral Interview Guide

What is a Behavioral Interview?

Behavioral interviewing is a technique that assesses a candidate's ability to meet the job requirements based on their previous experience. The technique is based on the idea that past performance is the best indicator of future performance. You can spot a behavioral question because it will typically start with "Tell me about a time" or "describe a time." Any question that prompts you to tell a story is a behavioral question.

STAR Method

A good method to use when answering behavioral questions is the STAR method. This step-by-step approach ensures you provide your interviewer with relevant highlights of your experiences.

S/T = Situation/Task

- Establish context for the story, denote the challenges, and explain what is needed. Be Specific.
- What was the exact situation?
- Why/How were you involved with the task?

A = Action(s)

- This is the heart and soul of the story. Here, you discuss the actions you took and the reasoning behind them
- What steps did you take to resolve the situation?
- Why did you choose to complete tasks this way?

R = Result(s)

- Share results of your efforts
- What did you accomplish or/and what did you learn?
- Quantify your results if possible!

Make sure that you follow all parts of the STAR method. Be as specific as possible, without rambling or including too much information. Oftentimes students have to be prompted to include their results, so try to include that without being asked. Also, eliminate any examples that do not paint you in a positive light. However, keep in mind that some examples that have a negative result (such as "lost the game") which can highlight your strengths in the face of adversity.

Example Question and Response:

Tell me about a rewarding team experience.

- **Situation/Task:** "In college, I was a member of a sorority that was attempting to raise awareness about domestic violence through raising money for a local domestic abuse shelter."
- **Action:** "I co-planned a major event at our sorority house in conjunction with the Gender and LGBTQIA Center to raise awareness about the problem of domestic violence in today's society. The event also included a donation drive for money, bedding, clothing, food items, and toys for the shelter. It ended with a dinner, with all proceeds from ticket sales going to the shelter."
- **Result:** "Our sorority raised \$12,000 for this worthy cause and increased awareness among women, and men, on campus about domestic abuse and options for help that are available to victims."

Behavioral Question Examples

- Tell me about a time you made a mistake and what you learned.
- Tell me about a time you received feedback on a project.
- Describe a time when you anticipated potential problems and developed preventative measures.
- Give me an example of a time when you set a goal and were able to achieve it.
- Give me an example of a time when you set a goal and were not able to achieve it.
- Tell me about a time when you had to influence someone's opinion.
- Tell me about an innovative idea or project that you had and how you executed it.
- Tell me about a time when you were motivated to go the extra mile on a project or job.
- Tell me about a time when you adapted to a new situation.
- Give me an example of when you showed initiative and took the lead.
- Give me an example of how you have managed multiple tasks at once.