

## You Should Shine, Be a S.T.A.R.

### Introduction to S.T.A.R.

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During an interview, you should be prepared to share examples from your academic, internship, volunteer, and/or work experience. It is especially important to make sure to **incorporate specific examples** when addressing behavioral interview questions, as many employers believe that the most accurate predictor of future performance is past performance in a similar situation.

When providing examples and addressing behavioral interview questions, it is important to provide the interviewer(s) with S.T.A.R. responses. S.T.A.R. responses are comprised of:

- **S – Situation**
  - Describe the situation; provide the interviewer with context that sets the stage for the example
- **T – Task**
  - Help the interviewer understand the task at hand, so they have a sense of what you were trying to accomplish/achieve
- **A – Action**
  - Describe the action(s) you took within the situation
- **R – Results**
  - Describe the outcome of the situation and the result(s) of your action(s)
  - If the results were not positive or a lesson was learned, discuss what you learned and how you would do things differently in the future

### Example S.T.A.R. Response

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<b>Question</b>	What excites you about becoming a student at SMU?
<b>Situation</b>	When I was considering which university to attend, I sought a place that would allow me to grow both academically and personally while providing unique networking and career development opportunities.
<b>Task</b>	To find a school with a connected community that aligned with my interests in business and technology, as well as a strong reputation for nurturing leadership and innovation.
<b>Action</b>	In researching SMU, I discovered the amazing resources at the Cox School of Business, the robust alumni network, and the university's focus on combining academic excellence with practical experience. Additionally, the emphasis on research, especially in emerging fields like data science and business analytics, stood out to me. I took the initiative to connect with current students and faculty, who all spoke highly of the support and opportunities SMU provides, which reinforced my excitement.
<b>Result</b>	This experience made it clear that SMU aligns perfectly with my career goals and interests, and I am genuinely excited about the chance to immerse myself in the community, take on challenging coursework, and learn from such passionate faculty and peers. I'm eager to contribute to and learn from the SMU community, which I believe will be instrumental in helping me reach my goals

## **Practice Developing Your Own S.T.A.R. Responses**

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### **Describe a time when you helped a friend or peer through a challenging situation.**

- Situation: What was the challenge they faced?
- Task: What role did you take on to assist them?
- Action: What steps did you take to support them?
- Result: What was the outcome, and how did it impact them?

### **Tell us about a time when you successfully resolved a conflict between two people.**

- Situation: What was the nature of the conflict?
- Task: What was your goal in helping resolve it?
- Action: How did you approach the situation?
- Result: What was the outcome, and how did it affect those involved?

### **Share an experience where you had to step up as a leader to motivate a group.**

- Situation: What was the context of the group work or project?
- Task: What was your role or responsibility?
- Action: What actions did you take to inspire and lead the group?
- Result: What was the outcome, and how did it impact the team?

**Explain a time when you had to manage multiple responsibilities effectively.**

- Situation: Describe the responsibilities you were balancing.
- Task: What was your main objective?
- Action: How did you prioritize and manage your tasks?
- Result: What was the outcome, and how did you feel about your time management?

**Describe a situation where you advocated for someone in a difficult setting.**

- Situation: What was the challenging environment or context?
- Task: What was your goal in advocating for them?
- Action: What steps did you take to support them?
- Result: What was the impact of your advocacy?

**Tell us about a time when you identified a problem and took steps to solve it.**

- Situation: What was the problem or issue?
- Task: What was your goal in addressing it?
- Action: Describe the actions you took to solve it.
- Result: What was the outcome, and what did you learn from it?