

EXAMPLE INTERVIEW QUESTIONS SHEET (STAR)

The STAR technique

Where a question asks you to discuss a specific skill (e.g. communication, problem solving, teamwork) and then provide an example to evidence the skill, this is called a 'competency-based question'.

For example: Describe a time when you have had to work as an effective team.

The STAR technique is a useful tool to use when answering competency-based questions. It provides a clear structure which is easy to follow for both interviewer and interviewee and, and its framework ensures you include the essential elements such as context, your thought process, and any quantifiable information. It also enables you to sell yourself as you talk positively about what and why you took the action you did.

S = Situation: give the interviewer a context by describing the situation.

T = Task: what was your goal or the challenge you had to overcome?

A = Action: tell the interviewer what your specific actions were. Justify your decisions and your thinking. Draw upon other related skills you used.

R = Result: the end result – make sure it shows you in a good light, even if the overall project was not a success. Did you receive any positive feedback? What did you learn?

| Question | Response |
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| Why did you apply for this job? | You will need to convince them that you are really enthusiastic and would be the best candidate for it. Think about how you meet the job description and examples of experience before. |
| Give me an example of when you worked as part of a team. | Give an example and explain how you used your skills, what you learnt. What are important aspects of team work? |
| What would you highlight as your strengths? | Highlight specific strengths that relate to the job – how you can benefit them. |
| How do you like to spend your spare time? | Are you involved in any local clubs or societies? Do you have any hobbies / interests? Are there transferable skills you can use elsewhere including any responsibilities, i.e. communication and teamwork through playing football, confidence through a local performing arts company. |



| Question | Response |
|--|---|
| What do you see as important when working as part of a busy team environment? | Think about communication, supporting others and being supported, different strengths. Can you give an example of when you have done this? |
| What made you apply to this company? | Make sure you have done your research on the company and what it is that appeals to you. |
| What experiences of work have you had? | Think about work experience placements, volunteering opportunities. What transferable skills can you bring over to the role you are applying for? |
| What areas would you like to develop in? | Are there areas of your working life you would like to improve on? Where would you like specific training? |
| Give an example of when something went wrong and how you coped. | Focus on the positives and how you learnt from the experience. |
| How would you motivate your colleagues? | Often you may be working in a team, so good communication and positive words are helpful – think about your own skills in this area. |