

# Great Answers for Behavioral Interview Question



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## PROJECT DESCRIPTION

**Student Question:** At a recent interview I was asked a lot of behavioral based questions. I didn't answer them well! Any suggestions for improvement for future interviews?

**Answer:** These are increasingly common interview questions that probe into your past work experience. They often start with the phrase "tell me about a time when you..." Your answers give employers a more accurate glimpse into the type of employee you will be with the theory **that past behavior is often the best predictor of future behavior!**

## S.T.A.R

The most effective way to answer these questions is to follow the steps in 'S.T.A.R.'

S = Situation. Explain the circumstances and context in which the event took place.

T = Tasks. Explain the tasks that were asked of you.

A = Action. Describe what you did and how you did it.

R = Results. Describe the outcome, surrounding circumstances, reactions and what the results were.

## STRATEGIES FOR EFFECTIVE ANSWERS

- Describe a time when you demonstrated initiative.
- Tell me about a time that you made a mistake at work.
- Describe a past experience that demonstrates great team work.
- Give me an example of a time when you had a conflict with someone at work or in school.