

How to Rock Your Interview

Using the STAR Technique

Your internship interview is a great opportunity to test your interviewing skills before you enter the job market as a college grad. To give a great interview, prepare for it the way you would prepare for a test or a presentation: educate yourself, have a plan, and practice.

The STAR technique helps you structure your interview answers to convey the information recruiters want most. If you practice using STAR to answer different hypothetical questions prior to your interview, you're sure to leave an excellent impression!

HOW IT WORKS

- ▶ **SITUATION** – Set up your story with the problem you faced.
- ▶ **TASK** – Explain what you were responsible for in the situation.
- ▶ **ACTIVITY** – What did you do in response to the problem?
- ▶ **RESULT** – Describe the problem's resolution, with an emphasis on what you personally achieved or learned.

STAR works best for answering questions that begin with “Tell me about a time when....” or “Share an example of a project you completed....”

- ▶ **Be specific** with every story you tell to answer interview questions. Use people's names and quantify your success with numbers when possible.
- ▶ **Be concise**, communicating all of the important details about your achievement in the minimum amount of time.
- ▶ **Be the intern your host organization needs.** Tie your STAR example back to the internship position you're applying for, showing the interviewer how you can help the company.

Using the STAR technique, create a bank of stories you can tap into to answer interview questions, making sure your stories demonstrate you possess the skills your host organization desires.

