

The STAR interview model is very popular among Human Resource Managers when interviewing potential employees for a new job. It stands for Situation-Task-Action-Result. Interviewers will ask you questions about previous situations with the belief that past performance will indicate future behavior.

**Situation:** Explain in detail the situation which you are talking about. Provide background and context so the interviewer understands the circumstances of your story. Use a variety of situations in your life such as school, sports, work experiences, church groups, volunteer work, co-curricular activities, or any community work which you have done. **DON'T USE THE SAME CATEGORY FOR EACH QUESTION.** Show the interviewer you are a diversified person with lots of experience.

**Task:** What task were you working towards? This helps provide further context for the interviewer to understand your background. You want to tell a story, so offer the needed details to provide perspective.

**Action:** What actions did you take to achieve the desired results? What actions you have taken in the past will tell the interviewer how you would act if you were an employee for his/her company. Show the interviewer your work ethic, communication skills, and leadership abilities through the actions you have taken in the past.

**Results:** What was the outcome of this situation? This is where you provide the conclusion to your story. In the end, how did things turn out? Only provide stories that have positive endings or lessons you have learned from the stories you tell.

Choose one of the following five questions to answer in FlipGrid:

1. **Tell me about a time you faced adversity in your life.** What was the situation? What task/obstacle did you have to overcome? What actions did you take to overcome this obstacle? What was the result or outcome of this situation?
2. **Tell me about a time that you disagreed with a boss, teacher, or coach.** What was the situation: What was the task on which you were working? What actions did you take to solve this disagreement? What was the result of this situation?
3. **Tell me about a time that you have worked in a group that achieved success?** What was the situation? What was the task on which you were working? What actions did you take to achieve the results? What was the result of this situation?
4. **Tell me about a time in your life that you took a leadership role.** What was the situation? What was the task which you were working towards? What actions did you take? What were the results of your leadership role?
5. **Tell me about a time in your life when you went above and beyond what was required or expected of you.** What was the situation? What was the task which you were working towards? What actions did you take? What were the results of your actions?