

STAR-METHOD IN THE INTERVIEW

What is the STAR method?

The STAR method is a technique used in job interviews. STAR stands for situation, task, action and result. The method forms the basis of the behavioural interview. It draws conclusions from the behaviour of applicants in the past to their behaviour in the future. Behind this is the idea that the best prophet for the future is the past. The interviewers ask the applicants about concrete experiences in the past that correlate with situations that are critical to the success of the position. Since most applicants do not tell their stories in a comprehensible way, recruiters use the STAR method to ask about all four aspects of the story. The situation description forms the framework of the story. Recruiters ask about the role and objective of the applicant. They then describe their actions. The final result is the extent to which the applicants have achieved their goal.

STAR method and storytelling

In order to succeed in a behavioural interview, applicants must be well prepared. It is important to remember the professional past. With increasing experience and routine, our skills become more and more unconscious. In order to communicate in job interviews, we have to activate this memory. In the beginning we analyse the job requirement profile to find out which experiences are relevant for the job. Have I done the same tasks before? Or have I done similar tasks before and therefore bring transferable skills with me? Once the relevant experiences have been identified, they must be packaged into stories. This sounds easier than it is. Stories only exist when you tell them. Before that, your experiences are fragments of memory decentrally stored in your brain. Preparing for a STAR interview is therefore time-consuming. The storytelling you learn strengthens your self-confidence and can be used for self-marketing in various situations.