# S.T.A.R. Interview Method

An important part of your interview will involve answering questions posed by the interviewer. Your ability to clearly and concisely respond to questions in an informed manner that relates your background to the question posed will set you apart from others that stumble over questions.

The S.T.A.R. method simply provides a logical approach to answering any question by providing a guided approach to using one of your past successes in responding to the question. The four steps are:

1. **S= Situation** *What was the situation?*
2. **T= Task** *What task did you need to accomplish?*
3. **A= Action** *What action did you take?*
4. **R= Result** *What was the result of your action?*

To prepare for an interview, develop a comprehensive list of your many successes, especially those that relate to non‐classroom activities such as those listed below. Develop short examples that illustrate your successes in these areas. And remember to ***keep it positive!***

* Related experience
* Technical interests
* Leadership examples
* Teaming activities
* Communication skills
* Work experiences

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| **Situation & Task** | Describe the situation that you were in or the task that you needed to accomplish. Youmust describe a specific event or situation, not a generalized description of what you havedone in the past. Be sure to give enough detail for the interviewer to understand. Thissituation can be from a previous job, from a volunteer experience, or any relevant event |
| **Action** | Describe the action you took and be sure to keep the focus on you. Even if you arediscussing a group project or effort, describe what |
| **Results** | What happened? How did the event end? What did you accomplish? What did you learn?It is always helpful to provide quantitative examples to confirm your results. |

**Sample Interviewing Story #1:**

**Situation/Task (ST):**At [Company Name], I was leading a large-scale digital transformation project to migrate legacy systems to a modern cloud-based ERP platform. The existing system was outdated, causing inefficiencies, compliance risks, and high operational costs. Resistance to change among stakeholders and tight deadlines added to the challenge.

**Action (A):** I developed a structured transformation roadmap, aligning stakeholders from IT, Finance, and Operations. To address resistance, I organized change management workshops and conducted impact assessments. I also implemented Agile project methodologies to ensure iterative delivery and continuous feedback.

**Result (R):** The project was delivered on time and within budget, reducing operational costs by 25% and improving reporting efficiency by 40%. Stakeholder engagement increased significantly, leading to a smoother adoption of the new system. The success of this transformation became a benchmark for future technology rollouts in the organization.

**Sample Interviewing Story #2**

**Situation/Task (ST):**  At [Company Name], they were facing significant performance issues with their e-commerce platform during high traffic events like Black Friday and Cyber Monday. The platform was built using outdated technologies and was unable to handle increased load, leading to slow page loads, downtime, and an increase in abandoned carts.

**Action (A):** I led a team of developers to refactor the core platform, which was built on Java 7 with old Spring frameworks. We decided to migrate to **Java 11**, leveraging the latest **Spring Boot 2.x** for building microservices to ensure scalability. To optimize performance, we introduced **Redis** for caching, and **RabbitMQ** for message queueing, which helped reduce latency in order processing. We also integrated **Docker** containers for consistent deployment and **Kubernetes** for managing containerized applications in the cloud (AWS).

I coordinated with the testing team to ensure full coverage using **JUnit** and **Mockito** for unit testing. The team also implemented **CI/CD pipelines** with **Jenkins** to automate deployments and improve code quality.

**Result (R):**The new platform was able to handle up to 10x more traffic without any performance degradation. Page load times were reduced by 40%, and cart abandonment dropped by 30% due to improved system reliability. The client was able to handle their busiest shopping season with no downtime. The architecture is now fully scalable, and the client has successfully expanded their platform’s capabilities. The project was completed on time and under budget, and we received positive feedback for creating a more robust and scalable solution.