WORKSHEET
WRITING YOUR STAR STORIES

What is the STAR method?
- The STAR method is a framework (i.e. structure) to follow for answering behavioral interview questions.
- Behavioral questions are those that typically start with
  - Tell us about a time when...
  - Can you share about...
  - Do you have experience with...
  - When have you experienced...
- Here is a breakdown of the STAR method

S	Situation	What was happening?
T	Task	What was your role? What was the problem?
A	Action	What did you do?
R	Result	What happened as a result of what you did? *Numbers speak louder than words. Use measurable metrics.*

Why is it important to tell stories with the STAR method?
- Your answer structure presents yourself as a problem solver who can make a significant difference.
- The STAR formula allows you to structure your stories to share only what is most relevant to your interviewer in terms of the difference you will make to the company.
- When you follow the STAR method, your answer to the interview question gives EVIDENCE that backs up your claims about your skills and accomplishments, making you more trustworthy.

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How can I ensure that my STAR stories convey confidence and conviction?

- Be specific, especially with your results. Use business metrics.
- Only share the relevant details - avoid the fluff or extraneous details.
- Make it memorable
- Demonstrate your strengths in these areas:
  - Stakeholder management
  - Communication
  - Persistence
  - Execution
  - Intuition
  - Numbers
  - Organization
  - Leadership
  - Creativity
  - Character
  - Attitude
  - Analysis

Now, you will write your own STAR stories

You will get you warmed up with a couple of basic stories including:

1. "Tell us about a time when you solved a problem"
2. "Tell us about a time when you worked on a team"
3. "Tell us about a time when you had to work in an uncertain situation"
4. "Tell us about a time you had to lead a team or project"
5. "Tell us about a time where you recognized a personal deficiency or weakness and made a change"

Then, you'll have the opportunity to create STAR stories for each of the skills you identified in the "FROM SKILLS TO STORIES" exercise.

PRO TIP:
If you really want to stand out in your interview and radiate confidence and conviction, practice these stories OUTLOUD to assess your tone and delivery.

TELL US ABOUT A TIME YOU SOLVED A PROBLEM

1. Use this space to brainstorm some examples where you've solved high-value problems. High-value problems are systemic problems that you've taken the initiative to solve (e.g. systems, policy, procedure, structure, etc.) that resulted in a positive outcome.

2. Now get specific and describe each part of the story in the STAR format.

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TELL US ABOUT A TIME YOU WORKED AS PART OF A TEAM

1. Use this space to brainstorm some examples where you've worked well with other people. Ideally, use a situation where collaboration was critical to success. This is NOT a time to share about a time where you did all of the work for a group- the interviewers want to know about your abilities to work with others.

2. Now get specific and describe each part of the story in the STAR format.

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TELL US ABOUT A TIME WHEN YOU HAD TO WORK IN AN UNCERTAIN SITUATION

1. Use this space to brainstorm some examples where you've worked in a situation with a lot of unknowns. Your example should demonstrate to your interviewer that you can complete work with minimal supervision, carving a new or unexpected path/approach.

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TELL US ABOUT A TIME WHEN YOU LED A TEAM OR PROJECT

1. Use this space to brainstorm some examples where you've demonstrated your leadership skills. How have you shown initiative? How have you made a difference? How have you mentored or encouraged someone you managed?

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TELL US ABOUT A TIME WHERE YOU RECOGNIZED A PERSONAL DEFICIENCY OR WEAKNESS AND MADE A CHANGE

1. Use this space to brainstorm some examples where you've demonstrated your ability to create improvements. When has your attention to detail and commitment to excellence made a positive impact to your organization or team?

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Now you will create STAR stories for your skills. Using the skills from the "Skills to Stories" exercise, craft a STAR story that highlights your ability to use this skill.

1. Identify a skill from the "Skills to Stories" exercise

2. Use this space to brainstorm some examples where you've demonstrated this skill.

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