

Washington River Protection Solutions (WRPS) uses the STAR method for interviewing potential candidates.

The STAR method is part of a behavioral based interview. Star stands for Situation, Task, Action and Result (STAR). The STAR interview format is designed to determine how a candidate would perform or act in a previous situation they have experienced. Discussing real situations allows managers to assess skills and potential fit into their organization.

Below is a breakdown of each component of the STAR program:

Situation: The interviewer will ask you to think of a situation you were in that had a successful outcome. As long as the situation is relevant to the question, it does not need to be specifically work related. Remember to include who, what, where, when and how.

Task: In the situation you choose, describe the task. Be specific and concise. Make sure to highlight any challenges faced.

Action: In the same situation, demonstrate how you took on the task. How did you complete the task? What steps did you take? What skills did you use? Remember to highlight traits and qualities that would make you a desirable candidate, such as initiative, teamwork, leadership, dedication, etc.

Result: This is where you reflect on the outcome. What was the outcome? If it was successful, why was it successful? If it was not, why? What could you have done differently and what did you learn?

Sample questions:

- Tell me about a team member who was sometimes uncooperative. How did you handle the situation?
- Tell me about a time when you used enthusiasm and energy to create positive motivation in others.
- Give an example of an important goal and tell me about your success in reaching it.
- We often have to make changes if what we are doing is no longer effective. Tell me about a time when you had to change your approach or method. What did you do? What were the results?
- Give an example of working with someone who was difficult to get along with. Why was this person difficult? How did you handle that person?