

## **Going for a job interview? How to answer competency questions using the STAR approach:**

There is a classic approach for answering competency types of questions known as the STAR technique, and by using it you will be giving the interviewers a well-structured answer that makes it easy to assess you. It also gives you a structure to shape your answer around. This can prevent you from waffling or going off on a tangent.

Here's how to use it:

**Situation:** This gives context to your answer so it might include where you were working at the time, what your role was and any 'brief' background information.

**Task:** You need to communicate what you were trying to do or achieve in the example.

**Action:** Describe what actions you took to manage the task in that particular situation.

**Result:** Show how you made a difference, added value or had an impact on the bottom line. The outcome can be quantifiable or anecdotal.

**Remember:** it is impossible to have a successful interview without proper preparation, so putting in the time to prepare some STAR examples is more likely to win you the job.