



## **BEHAVIORAL INTERVIEW PRACTICE QUESTIONS**

Behavioral interview questions are a common format used by employers. They typically start out with, “Tell me about a time...” or “Give me an example when...” Employers ask how you handled situations in the past. You are expected to use the ST/A/R framework below. Get familiar with this framework and practice using it to answer the questions below.

**Step 1: Write down your answers to these questions. Be sure to hit all 3 areas of the ST/A/R framework.**

**Step 2: Practice asking yourself these questions and saying your answers out loud several times.** Improve your answers each time.

**Step 3: Ask a roommate or friend to ask you these questions in a different order.** Ask for feedback. Did you cover all 3 parts in your answer: Situation/Task, Action, Results? What can you do better?

**USE THE STAR FRAMEWORK (from [Quintessential Careers website](http://www.quintessentialcareers.com)) TO ANSWER THESE QUESTIONS.**

<b>S</b> ituation or  <b>T</b> ask	Describe the situation that you were in or the task that you needed to accomplish. You must describe a specific event or situation, not a generalized description of what you have done in the past. Be sure to give enough detail for the interviewer to understand. This situation can be from a previous job, from a volunteer experience, or any relevant event.
<b>A</b> ction you took	Describe the action you took and be sure to keep the focus on you. Even if you are discussing a group project or effort, describe what you did -- not the efforts of the team. Don't tell what you might do, tell what you did.
<b>R</b> esults you achieved	What happened? How did the event end? What did you accomplish? What did you learn?

**1. Tell me about a time that you served in a leadership role.**

Situation/ Task	Action(s) you took	Result(s) you achieved

**2. Give me an example of a time when you used your analytical skills to solve a problem.**

Situation/ Task	Action(s) you took	Result(s) you achieved

**3. Tell me about a time when you had to write a major report.**

Situation/ Task	Action(s) you took	Result(s) you achieved

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4. Describe an experience where you had to juggle multiple tasks and overlapping deadlines.

Situation/ Task	Action(s) you took	Result(s) you achieved

5. Tell me about a time that you tried to accomplish something but failed. What did you learn?

Situation/ Task	Action(s) you took	Result(s) you achieved

6. Describe a situation where you used persuasion to successfully convince someone to see things your way.

Situation/ Task	Action(s) you took	Result(s) you achieved

7. Tell me about a time you had a conflict with a boss or co-worker and how did you resolve it?

Situation/ Task	Action(s) you took	Result(s) you achieved

8. Give me an example of a time where you set a goal and were able to accomplish it.

Situation/ Task	Action(s) you took	Result(s) you achieved

9. Tell me about a time when you had a difficult decision to make but ultimately you did the right thing.

Situation/ Task	Action(s) you took	Result(s) you achieved

10. Describe a past experience where you had to speak in a public setting.

Situation/ Task	Action(s) you took	Result(s) you achieved