



Interviewing: Experience Episodes

During the interview, it is important to insert examples from your experiences into your answers that illustrate or prove the skill, concept, or point you are discussing. These examples are called “**experience episodes.**” Inserting them in your answers, when appropriate, give the interview committee a “picture” of you demonstrating your skills and knowledge in relation to the position to which you are applying. The “**STAR Technique**” is a strategy for describing experience episodes in any answer and for responding to behavioral questions. Experience episodes can come from school, life experiences, or paid/non-paid experiences, including internships or part-time jobs.

STAR Technique:

- **Situation:** Describe your role or position, the setting, and the circumstance surrounding the example you will be discussing.
- **Task:** Describe the project or task that you completed.
- **Action:** Discuss the various actions involved in the task(s) highlighting your efforts or involvement in the task, even with a group project or effort.
- **Result:** Describe what results directly followed due to your or the groups actions. What happened? What did you learn? What did you accomplish?

Example #1 “Tell us about a time when you demonstrated creativity and leadership when working on a project or assignment.”

Situation: “During my internship this semester, I was responsible for managing the after school program.”

Task: “I noticed that attendance in the program had dropped by 30% over the past 3 years and wanted to do something to improve these numbers.”

Action: “I designed a new promotional packet and video that went to parents and teachers in our district. I also designed a program evaluation sheet that teachers, students, and administrators completed.”

Result: “We utilized some of the suggestions made by the teachers, administrators and students in marketing the program. This made our marketing efforts more efficient and visible and raised attendance by 18% this year.”



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Example #2: “Tell us about a time when you had to put in long hours or work weekends to meet a deadline.”

Situation: “As an advertising intern, I was working with a large graphic design team that was working on a job with a very tight deadline.”

Task: “At the time, our office was short two graphic designers, and the job was for one of our top clients.”

Action: “During our design meeting, I volunteered to work additional hours and on the weekend with the other staff, in order to meet the deadline. I also created some display boards for the project that I brought to the meeting.”

Result: “The design team utilized the display board ideas and incorporated them into the project. We met our deadline. The client liked the work so much, they referred two additional clients to us and also signed a long-term contract for a future job.”