

# Behavioral Interview Tips



*Our interviews are conducted utilizing a behavioral interview style, asking for real life examples to further evaluate the depth of your experience and actual work scenarios you have encountered. These questions will start with a specific ask, such as “Tell us about a time when...,” “Describe a situation where...,” or “Walk us through an example of...”*

To keep yourself on track, you can utilize the STAR method to ensure you provide the needed depth and context when answering a behavioral interview question.

<b>S</b> ituation	Detail the background. Provide context. Where? When?
<b>T</b> ask	Describe the challenge and expectations. What needed to be done? Why?
<b>A</b> ction	Elaborate your specific action. What did you do? How? What tools did you use?
<b>R</b> esults	Explain the results, accomplishments, recognition, savings, etc. Be sure to quantify.

In preparing for your on-site interview, it can be helpful to reflect and make notes outlining a handful of specific work scenarios that you have encountered including situations involving accomplishments as well as challenges you have faced. This may help you be prepared to recall specific examples during your interview.

Ask clarifying questions of your interviewers. We want to ensure you have clarity on the interview questions as they are asked.

It is also acceptable to bring your preparation notes with you and to take notes during the interview to keep yourself on track.