

What is the STAR Approach to Behavioural Interviews?

The STAR approach to interviews

BDI questions dive into how your past experiences at work, school, volunteering, or in everyday life can predict your future success. Think of the STAR approach as your trusty guide to ace these questions! It gives both you and the interviewer a clear roadmap for each answer—helping you share your story effectively and guiding us through your unique journey.

STAR is an acronym for four key concepts::

Situation



Task



Action



Result



Insider tip:

PRACTICE!
Rehearse your STAR stories to feel confident and natural when sharing them during the interview. They should feel authentic to you!

What does each concept mean?

Situation

Paint the picture for your example—mention the company, your role, the project's scope, and any challenges faced. Your situation can stem from work, school, volunteering, or wherever your best, most applicable example shines. If the question specifies a particular job family or role, ensure your example aligns with that requirement. Remember the 5 W's: who, what, where, when, why (and how)!

Task

Focus on the specific task within the context you've described. What were the goals, requests, project deliverables, constraints, and so on? What was your objective, responsibility, or specific role in this scenario?

Action

Describe the specific actions that you took to complete the task or overcome the challenge. What did you do? What actions did you take? Remember the competency that we are assessing – your actions are the “meat” of your answer!

Result

Close with the outcome or result of the specific example and your success. What did you learn? What did you accomplish? How did the organization or your team benefit?

BC Assessment aims to make our interview process transparent and accessible to all candidates. If you need assistance or have questions about accommodations, please reach out to us at careers@bcassessment.ca and we'll be glad to assist you.

