

## WHAT IS BEHAVIORAL INTERVIEWING?



Behavioral Interviewing is a type of interview that bases future performance on past behaviors. Currently, 30% of major organizations are using this type of interviewing. It is continually growing.

# Behavioral Interviewing

### The Three Step STAR Approach To Answering Behavioral Interview Questions

1. Situation or Task
2. Action
3. Result or Outcome

This approach allows the interviewee to frame their answer in an understandable and clear manner!

### Possible Behavioral Interview Questions

**Give me a time when you had to be quick in coming to a decision.**

**Provide an example of when you had a leadership role.**

**What have you done in the past to contribute to a team environment?**

**Name a goal you have set for yourself in the past and how was your success in reaching this goal?**

**Describe a time when others had a hard time understanding an idea of yours.**

**How did you handle this situation?**

**How do you schedule your time? How do you decide what is a priority in your schedule? Give example.**

### IMPORTANT POINTS TO REMEMBER:

- **Be specific - Use details in your answers!**
- **Listen carefully to the question asked—make sure you are answering the question directly!**
- **Practice beforehand—have three scenarios of past performance that you can pull from for answers!**

