

STAR + LIGHT = Better Answers In The Hot Seat

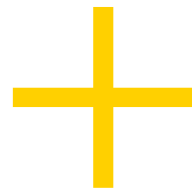
A Strategy For More Engaging Interview Responses

Pat yourself on the back or take a mini-dance break to celebrate your choice to do the work to upgrade your interview. The time and positive energy you are investing now to prepare will pay off when you experience a more confident, relaxed, and present state of being in the hot seat.

To reduce nervous rambling and instead boost clarity, insight, and authority into your interview answers, it helps to use the STAR framework. Next, to make each answer not sound robotic or in the exact flow as the last, toss in one or two moments of LIGHT by adding in one of the elements listed on the right. These elements of "LIGHT" are often the soft skills (or "courage skills" as Brene Brown puts it) that most employers cannot train you on, but want to feel 110% that you have before hiring you.



S	SITUATION	What was the problem or project?
T	TASK	What was your role and responsibility?
A	ACTION	What did you do to improve the situation?
R	RESULT	What data, outcome, or solution proves it?



L	LESSON LEARNED (self-reflective)
I	INNOVATION (creative problem solving)
G	GRIT (strong character/spirit in long-term, challenging situations)
H	HUMOR (keeping perspective under pressure)
T	TEAMWORK (collaborative especially when resources are constrained)