

Building Interview Answers

Instructions

- Choose at least two interview questions below.
- Decide whether STAR or SHER is the most suitable structure.
- Use the planning boxes to build your answer before practising it with a partner.
- Keep your examples specific and focus on what you personally did and learned.

Interview Questions

- Tell me about a time you worked successfully as part of a team.
- Tell me about a time you solved a problem.
- Describe a challenge you faced and what you learned from it.
- Tell me about a time something did not go to plan. What did you do?
- Give an example of when you took responsibility for something.

STAR Planning Template

Stage	Prompt	Your Notes
Situation	What was happening? Set the scene.	
Task	What did you need to achieve? What was your responsibility?	
Action	What specific steps did you take?	
Result	What happened? What did you achieve or learn?	

SHER Planning Template

Stage	Prompt	Your Notes
Situation	What was happening? Set the scene.	
Hindrance	What challenge, difficulty or barrier did you face?	
Evaluation	What did you do? What worked well or could have been improved?	
Result	What was the outcome and what did you learn?	

Peer Feedback

One thing that was clear and effective:	
One area to improve:	
Did the answer provide a clear example and outcome?	