

STAR Answer Method Template

Use this framework to structure compelling answers to behavioural interview questions.

How It Works:

Behavioural interview questions usually begin with: *'Tell me about a time when...'* or *'Give me an example of...'*. The STAR method gives your answer a clear structure that's easy for interviewers to follow.

S

SITUATION

Set the scene. Describe the context briefly.

Write your answer here: When did this happen? What was your role? What were the circumstances?

T

TASK

Explain your responsibility in that situation.

Write your answer here: What was your specific responsibility? What was expected of you? What was the challenge or goal?

A

ACTION

Describe exactly what YOU did — not the team, not your manager.

Write your answer here: What steps did you take? What decisions did you make? What skills did you use?

R

RESULT

Share the outcome. Use numbers where possible.

Write your answer here: What was the final result? What did you achieve? What did you learn? How did it benefit the team/company?

IgniteShift Tip: Prepare 3–5 STAR stories before any interview. Each story can be adapted to answer multiple different questions.