**Guardian Jobs STAR technique template**

Q1: Tell us about a time you had to solve a difficult problem in the workplace

**S**ITUATION

What happened? When did it happen? Where were you working at the time?

**T**ASK

What was required of you in this situation?

**A**CTION

What action did you take?

**R**ESULT

What was the outcome of the situation? How did you actions resolve the matter?

Q2: Describe a situation where you demonstrated leadership skills and used your initiative to take control of a situation

**S**ITUATION

**T**ASK

**A**CTION

**R**ESULT

Q3: Describe a time you had to solve a conflict at work

**S**ITUATION

**T**ASK

**A**CTION

**R**ESULT

Q4: Tell us about a time you had to demonstrate strong communication skills

**S**ITUATION

**T**ASK

**A**CTION

**R**ESULT

Q5: Describe a situation where things didn’t go according to plan in the workplace

**S**ITUATION

**T**ASK

**A**CTION

**R**ESULT