

The **STAR** method

50 useful interview questions

The STAR method (Situation, Task, Action, Result) is a structured technique for answering behavioural interview questions clearly and precisely. It prompts candidates to describe a situation, task, action and result, and provides a concise and accurate picture of their skills and experience.

Behavioural question

Assess how a candidate handled situations in the past.

Hypothetical question

Assess how a candidate might handle a future or imaginary scenario.

Here you can find example questions, grouped by core competencies. Use them as inspiration for your next candidate interview.





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Communication

Behavioural

- Describe a situation where you had to communicate complex information to internal or external stakeholders from a different background or with a different level of expertise.
- Can you provide an example of when you navigated a challenging conversation with a stakeholder? How did you approach it, and what was the outcome?
- Tell me about a project where you successfully fostered collaboration and communication among team members from different departments and locations. What strategies did you use to enable effective communication?
- Tell me about a situation where miscommunication caused an issue with your work. How did you react to it?
- Give me an example of an instance where you received negative feedback about your communication. How did you respond?
- Could you give me an example of when you gave constructive feedback? How did the other person respond?

Hypothetical

- If you noticed a colleague taking credit for your work, how would you address the situation?
- What actions would you take to keep remote stakeholders informed about a rapidly changing project?
- How would you follow up with a stakeholder who misunderstands your message, despite your best efforts to be clear?
- How would you communicate a project delay to a stakeholder?





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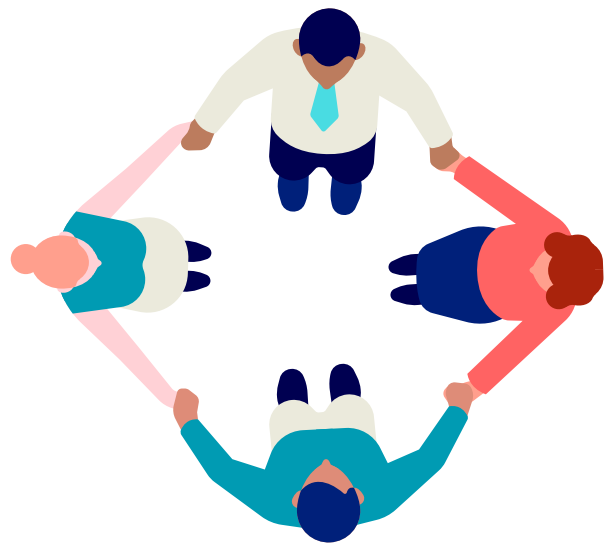
Teamwork

Behavioural

- Describe a time when you disagreed with your team leader. How did you approach it?
- Tell me about a time when you experienced resistance when working with others. How did you overcome this to ensure productive collaboration?
- Give an example of a successful cross-functional project you led. How did you ensure alignment among team members with diverse backgrounds and areas of expertise?
- Provide an example of when you supported a team member who was struggling.
- Describe a conflict you experienced in a team setting and how it was resolved.
- Tell me about a project where you had to adjust your working style to collaborate better with others.

Hypothetical

- How would you handle a situation where team members disagree on the best way to approach a project?
- If you were put on a team with someone you experienced friction with in the past, how would you approach the situation?
- What would you do if you felt excluded or ignored in a team setting?
- If you were assigned to a remote team with poor communication, how would you improve it?





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End-to-end responsibility

Behavioural

- Tell me about a project where you took full ownership from start to finish.
- Describe a project where you had to juggle multiple responsibilities at once.
- Tell me about a time where you made a mistake at work and how you handled it.
- Can you tell me about a time when you were accountable for delivering something that had high stakes or visibility?
- Give me an example of when you proactively identified and resolved an issue without being asked.

Hypothetical

- If you were assigned to lead a project that's outside your area of expertise, how would you approach the challenge?
- If a client added several new requirements halfway through a project, how would you manage the scope and adapt?
- If you inherited a failing project, what would your first steps be to take charge of the situation?
- If you were managing a cross-functional project, how would you ensure end-to-end delivery?
- If you were given a project with no historical documentation, how would you proceed?



Problem solving

Behavioural

- Describe a situation where you made a decision under pressure that turned out to be the right call.
- Give me an example of how you analysed a problem before acting.
- Tell me about a situation where you had to think of your feet.
- Tell me about a time you anticipated a problem before it happened.
- Tell me about a time you simplified a complex process or system.

Hypothetical

- What would you do if you had two competing priorities and limited time to solve both?
- If you discovered a major flaw in a system right before launch, what steps would you take to resolve the issue while minimising disruption?
- How would you approach a problem outside your area of expertise?



Team responsibility and management

Behavioural

- Tell me about when you successfully motivated a team member during a difficult period.
- When you had to delegate a task, how did you decide what to delegate and whom to delegate it to?
- Tell me about a time you had to lead a team through a major change. How did you handle it?
- Tell me about a time when you had to address underperformance in your team. How did you approach it, and what was the outcome?

Hypothetical

- If your team missed an important deadline, how would you handle the situation – both with your team and upper management?
- How would you handle a situation where two of your team members are in constant conflict with each other?
- If one of your team members disagreed with your direction and expressed this in front of the team, how would you respond?
- If you noticed that a top performer was becoming disengaged, what actions would you take?
- If a new urgent request came from leadership but your team is already overloaded, how would you respond?

