

# Strive to Thrive

## Career Tips For TRSM Students

These reports leverage the expertise of BCH Staff to share best practices with students and alumni.

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### Tips on Acing a Behavioural Interview

This is simply the most common type of interview you will face. In this kind of interview, you are expected to talk about your past experiences in a way that highlights the skills that employers are looking for.

#### A Few Tips



Every behavioural question will be focused on a specific skill that the employer is looking for - these skills are typically found in the 'requirements' or 'qualifications' section in the job posting.



Answers to behavioural questions should follow the STAR method (see below).



Don't memorize your answers, there is little chance that you will guess all the questions you will be asked. Be ready to adapt based on the differences in questions, for specific situations.

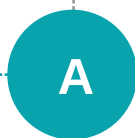
### STAR Method

#### Situation

Explain the SITUATION or TASK that had to be solved or completed – include the people involved, deadlines and places to validate the story. You must describe a specific event or situation, not a generalized description of what you have done in the past.

#### Action

Clarify the ACTIONS you took to specifically manage the situation or task successfully.



#### Task

Outline a specific TASK you were required to carry out or perform.

#### Result

Explain the RESULTS accomplished. Clearly explain the positive impact you had on the organization through your actions. Don't be shy about taking credit for your behavior!

## Ok, Let's Get Ready

Instead of preparing for specific questions, prepare the stories you want to tell.

The stories should relate to the skills required for the position, a good place to start is to look at the requirements and qualification section in the job posting.

## Your Checklist

- Thinking about what accomplishments you are proud of and what you want to share = Results.
- For each accomplishment, think about the steps that it took for you to get there = Situation, Task, and Actions.
- Review the job description of the role you are interviewing for. Make sure all the skills listed in the 'Requirements' section of the posting, are covered by at least one of your accomplishments.
- Practice with some questions, so you have a good feel for how to make your answers flow.

## When you are asked a behavioural question:

1. Think about what skill the question is asking about.
2. Decide which of your stories demonstrates that skill best.
3. Follow the STAR structure as you tell the story, make sure your Actions demonstrate the skills they asked about, and that you make it clear that the result was caused by that skill.

## Situational Interviews

- Are another common type of interview that candidates will see. While behavioural interviews ask about past experiences and behaviours, situational questions ask about potential future scenarios.
- Situational interview questions will test candidate's reactions and problem solving abilities.

## Tips

Researching the organization can help you prepare for industry-specific questions. Even if you don't have much experience in that industry, you can still prepare for situational questions. i.e. "I do not have much experience in the textile industry, but through my research I've found I would approach this situation.....[answer]"

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