

## Behavioral Based Interview Basics

**What is it?** Behavioral based interviews are the process of asking candidates questions that provide insight into their behaviors, actions, and ways of thinking. It allows for conversation and evaluations of real life examples that are relevant to the position.

**What should I prepare for?** The interview will consist of 2 or more people asking you behavioral based questions. To prepare for these questions, think of 5-6 detailed examples from your work (preferred) or personal life experiences that show key skills or events that you have been involved in in your life. Things that an interviewer might ask about include the following: your planning and organizing skills, how you handle conflict, when you lead a team to a successful outcome, how you partner with other groups of people.

Come to the interview prepared to talk a lot about yourself! Remember we want to know about you.

Please note the core values on the bottom of this page! It would be a great idea to become familiar with these. They are critical to our success as a company and yours as an employee!

**Can I bring notes?** Yes! Bring notes and questions to an interview. We would never expect someone to not be able to reference their notes in real life, so we would never expect that of a candidate.

**What is STAR?** The STAR method is a way to evaluate your responses to the questions. We will ask you to answer questions using the STAR process. You will want to answer the questions in response to each section of the STAR. Situation, Task, Action, and Results. Really a detailed experience explained from start to finish.

### The STAR Method



Relax! Remember this is all about getting to know each other – breath and have a good time!