**Purpose**

This document is to outline the 1st interview preparation session focused around answering behavioral questions.

**High level agenda**

0:00 - 0:10 Introduction to tech interviewing

0:10 - 0:30 Creating STAR answers

0:30 - 0:40 Example behavioral interview

0:40 - 0:45 Questions

0:45 - 0:55 Volunteer behavioral interview

0:55 - 1:00 Questions

**Introduction**

Interviewers will choose behavioral questions that provoke specific examples or stories for their assigned principle or leadership area. It is important to know if the employer has a set of principles that they ask questions against. For example, Amazon might ask a question regarding Customer Obsession or Google will ask a question regarding Leadership.

Your examples and stories must be concise and logical. Put yourself in the shoes of the interviewer. The interviewer’s role is to PROBE and CHALLENGE your stories in addition to PROCESSING them.

Processing: Expect most interviewers to have a form they fill out and the form will typically be completed in a STAR format: Situation/Task, Action, and Results.

Probe: For each aspect of the STAR response they will ask probing questions to identify whether you fully understood the project your worked on and whether you were an owner/key driver/low impact contributor.

Challenge: After processing and probing, interviewers will challenge you by digging into decisions and impact outside of your story. For example, questions like “what would you have done differently?” and “how did your results compare to your actual goals and why was there a delta?” requires critical thinking to answer. You should provide the answer along with the context and reasoning.

**Creating STAR Answers**

Answers should be as concise as possible. My rule of thumb is to keep answers within 6 sentences. Example:

Tell me about a time when you took on something significant outside your area of responsibility. Why was it important? What was the outcome?

In my second year as a supply chain associate, the company was aggressively pursuing international expansion, and I worked closely with the business development team to execute the product launch into Turkey. We had issues because the device and firmware engineering teams delayed product release by 2 weeks then 1 month then TBD. I set up meetings with the device, firmware, and business development teams to identify root cause, and I discovered that there was no agreed upon timelines, roadmaps, and dependencies. I created a document and collaborated with the teams to detail those missing data points, and I continued to lead meetings with all teams until we launched into Turkey 4 weeks later. The document I created was adopted into Jira as a standard process for product releases, and I was brought in as a key driver for future device launches.