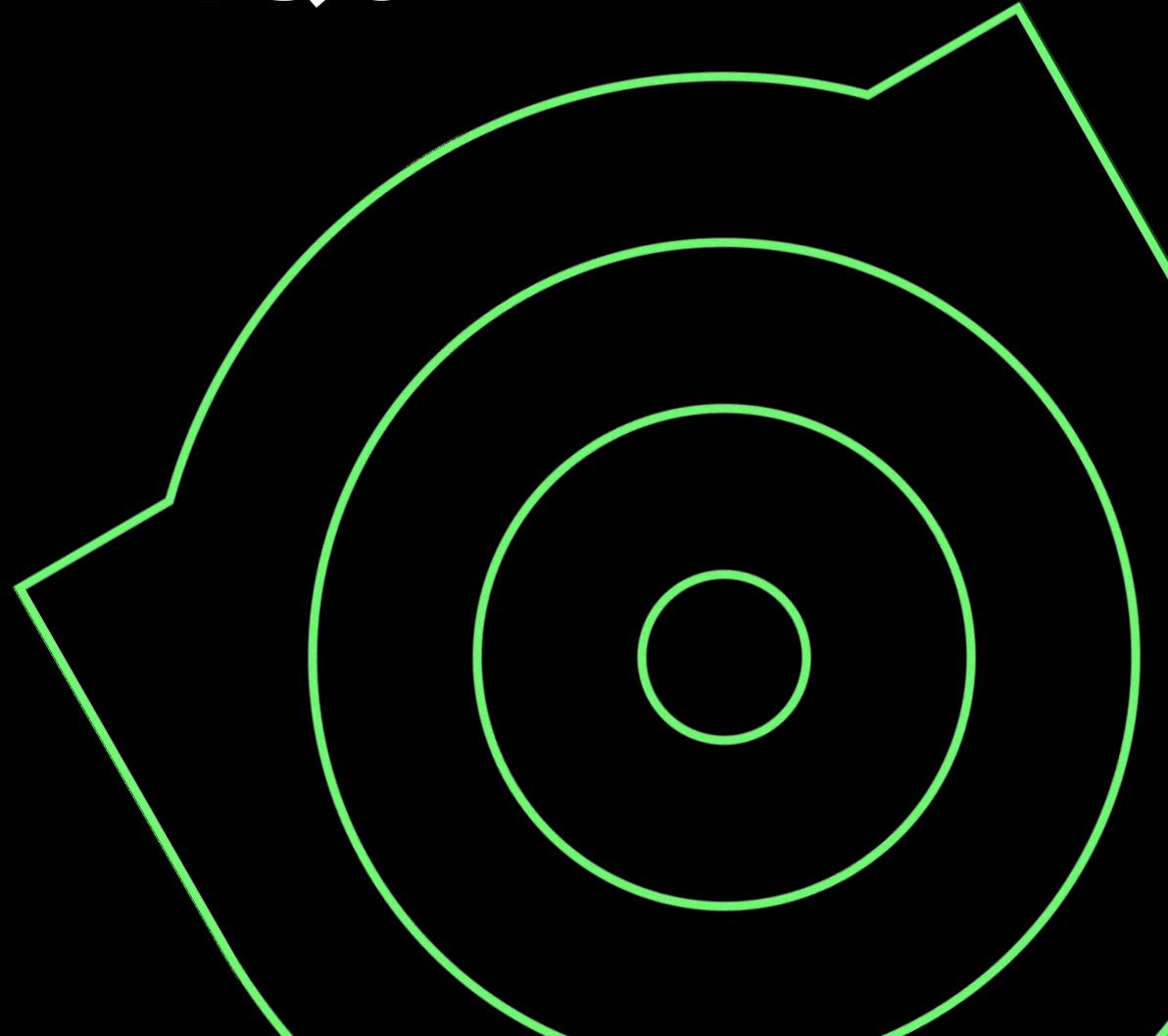


S.T.A.R

**INTERVIEW QUESTION
RESPONSE TECHNIQUE.**



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WORRIED ABOUT ANSWERING INTERVIEW QUESTIONS? TRY THE **S.T.A.R** TECHNIQUE.

We know that nerves can get the better of anyone at interview stage, and the part people dread most is the unknown questions they'll have to answer. If you're worried about how you'll perform on the day, this methodical approach using the STAR technique could be for you.

To put it simply, this technique requires you to use past experiences to answer questions and outline the precise Situation, Task, Action, and Result of the scenario you are describing. When preparing for an interview think of some previous work experiences that were challenging, successful, or even just made you proud, and practice some STAR responses using these scenarios.

SITUATION.

- Describe the scenario / challenge that was facing you and the studio at the time.
- Be specific. Say the name of the studio you were at, and when this was happening. Try to make it recent, but always choose your best example.

Example - “In 2018 at [name of studio] the challenge the studio was facing was...”

TASK.

- Describe specifically what you were tasked with doing, and what the challenge you were to overcome was.
- Be sure to mention any specific timescales which made this more of a challenge and why it was extremely important that you were successful in overcoming this challenge.

Example – “I had two weeks to plan, organise and deliver [insert specifics of the task here] and had to ensure that the A, B and C were done.”

ACTION.

- Describe the actions you took to accomplish your goals and overcome this challenge.
- Ensure you explain why you decided on each course of action and if you had a choice between different options, explain the benefits of the one you took over the other ones. Also, ensure you mention which other members of the development team you were liaising with during each stage and why.

Example - “I started by asking the Art Director X, Y and Z, and then used this information to set up my own plan, and then utilising X Software and Y tools, I completed Z. I then worked with X in the Art department to ensure we knew our tasks and I then carried out...” ”

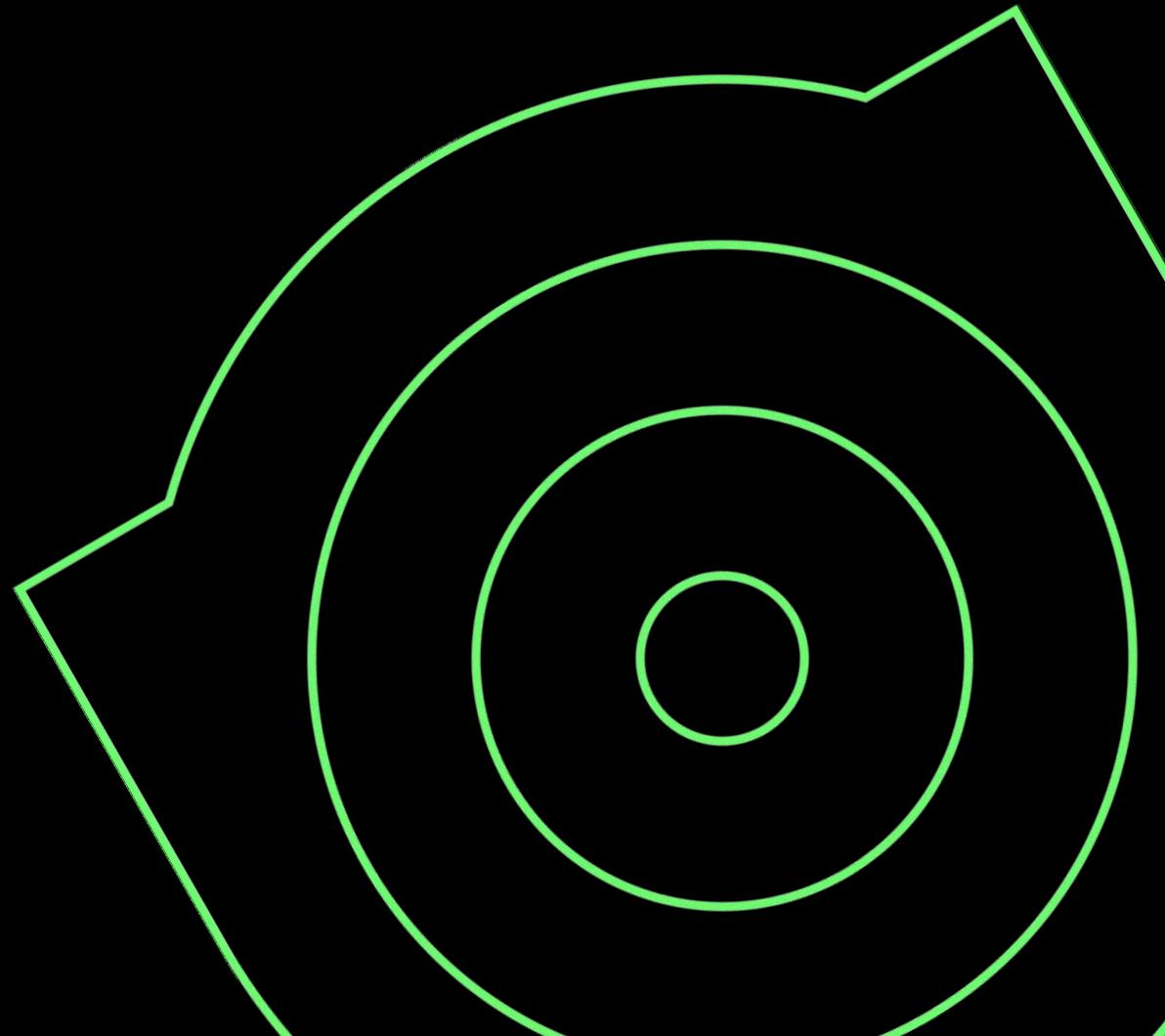
RESULT.

- Describe the positive results your actions were responsible for, not just for yourself, but for the team and for the studio.
- If you have statistics, use them. All studios are passionate about what they are creating and what they're working on, but they are still businesses who need to see results which lead to them making money.

Example - "As a result of my communication in ensuring that each of the team members knew exactly what they were doing, and were given proper deadlines, we completed 2 days ahead of schedule. This resulted in a quarter of the team being able to move onto another project 2 weeks earlier than they previously were planned to and led to an overall more efficient and timely development process."



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