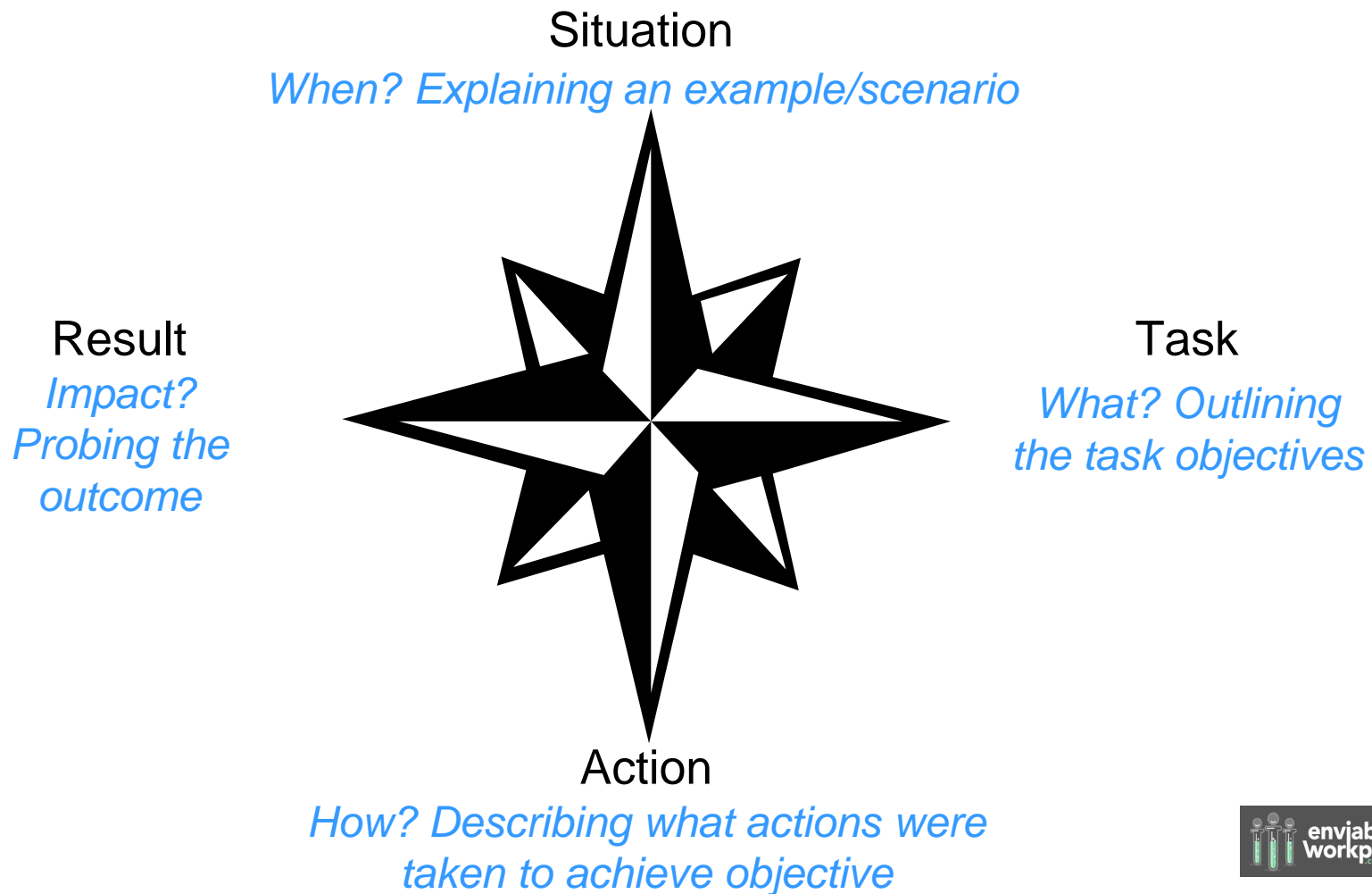


STAR Competence Model

Whether or not your organisation uses competencies, STAR is an effective way to structure your evidence of success, in interviews, cover letters, appraisals or 1-1s



Using STAR to Structure Your Responses

Imagine you are being asked these questions and write a succinct line for each section to create a well-formed paragraph for each area/competency

<u>S</u>ituation	Give me an example of when you had to... Tell me about a situation where you needed to... Describe a time when you have been involved in...
<u>T</u>ask	What exactly did you have to do? What was your end goal? What were your specific duties?
<u>A</u>ction	What steps did you have to take? How exactly did you go about achieving the task? What obstacles did you have to overcome?
<u>R</u>esult	What was the final result? How did that result compare with others? What feedback did you receive?

Practice Creating STAR Responses

Once you have mastered using STAR, you can create a set of responses around ANY competency

Example Competency.....

S _____

T _____

A _____

R

Example Competency.....

S _____

T _____

A _____

R _____