

Behavioral questions are one of the most common types of interview questions, so it is important to learn how to answer them effectively. They typically begin with phrases like:

Describe a situation in which you...

Tell me about a time when...

Please discuss... and give a specific example...

What to Share

The interviewer wants to learn about the skills you have developed from previous experience. The most effective answers refer to a **specific example**, rather than providing general information. If you do not yet have work experience in your field, you can use examples from school, volunteering, internships, and extracurricular activities. What matters is that you use a real example, showcase the skills or learning they are asking about, and frame it in a way that is easy to follow.

How to Share It

To ensure you include all the key points of your story, use the **S-A-R** format:

- **Situation:** Lay the groundwork for your response by briefly describing the situation. (Where did the situation occur? What was the problem or task you were facing?)
- **Action:** What action did you take to solve the problem or accomplish the task?
- **Result:** What was the end result of the situation? What was something valuable you took away from this experience?

Sample Question & Response

Below is a behavioral question, with a sample response organized to show each part of the **S-A-R** format.

Question: Tell me about a time when you worked effectively as part of a team.

Sample Response:

- **S – Situation:** In my marketing class, we were assigned a group project to create a social media campaign for a local business. As the group's coordinator, my job was to make sure everyone met deadlines and that our ideas aligned with the client's goals.
- **A – Action:** I set up a shared Google Drive, created a timeline with weekly check-ins, and made sure each person's strengths were matched with their tasks. I also organized a meeting with the client to clarify expectations before we started.
- **R – Result:** We completed the project ahead of schedule, and the client ended up using one of our campaign ideas. Our group also received the top score in the class for collaboration and presentation quality.