



Stellar Skill Statements

Overview

STAR statements are used in interviews as a structured way to respond to behavioral interview questions. They help candidates provide specific examples of past experiences by outlining the Skill, Task, Action, and Result. This framework allows interviewees to effectively communicate their skills, competencies, and accomplishments, providing concrete evidence of their capabilities and suitability for the position. STAR statements help interviewers assess a candidate's past behavior and performance, which can be a reliable indicator of future success in the role.

STAR Statements

- S-State the **skill** Identify your specific skill
- T- Describe the setting and **task**
 - Include information such as “who, what, where, when, and why,” so they can later relate your story back to your resume.
- A-Tell the story by describing the **action** and reinforcing with measurable data
 - What did you do? Give details and quantify whenever possible! How many? How long? Identify increases or decreases
- R-Emphasize **results**
 - Why was the use of this skill important? Why was this situation significant?

Example

- S-Skill
 - Teamwork
- T- Title
 - *Last May I volunteered to work on a team to start a project to support student musicians along with Benny the Beaver. The goal of the project was to design more targeted study groups.*
- A-Action
 - *I took action to survey students for what classes they might be interested in having study groups for and collaborated with team members and faculty to coordinate study groups*
- R-Result
 - *By the end of the first year, we served 45 students, across 7 majors*

Bonus-Link your STAR to a point on the job description

Source

University of Colorado Boulder (n.d). *Skill Statements*. Career Development. February, 2024, from https://www.colorado.edu/hr/sites/default/files/attached-files/skill_statement_9-9-20_-_with_logo.pdf