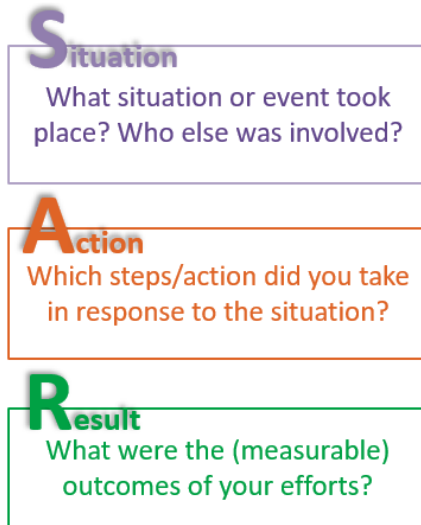


## What is Behavioral Interviewing?

Behavioral-based interviewing focuses on your past experiences, behaviors, knowledge, skills and abilities. You will be asked to provide specific examples of when you have demonstrated certain behaviors or skills in the past as a means of predicting future behavior and performance.

## Use the S.A.R Model to Answer Behavioral-Based Questions



## S.A.R Model Example

*Tell me about a time when you had to work under a tight deadline. How did you manage it?*

- **S**ituation: I was given a coding project for the hospital that I had to complete in half the time I would normally allow for such a project.
- **A**ction: I spoke with my manager about my assignment, which allowed us to identify tasks that could be put on hold temporarily. After that, we prioritized the major tasks and the time it would take to complete.
- **R**esult: I successfully met the deadline and was recognized in our company newsletter for my work on the project.

## Tips for Success

- Review the job description carefully to become familiar with the role.
- List situations you've handled that demonstrate skills required to succeed in the open position.
- Practice speaking your S.A.R responses out loud to ensure your answers are concise, natural and confident.
- Make your impact known to the interviewer.

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Use the resource below to script your S.A.R response to situations you've experienced that demonstrate skills required to succeed in the position for which you are applying.

## Situation

What situation or event took place? Who else was involved?

S

## Action

Which steps/action did you take in response to the situation?

A

## Result

What were the (measurable) outcomes of your efforts?

R

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