



### *Title*

The STARR method

### *Description*

This tool is about reflection on your own competencies in a recent work based situation by answering questions about the situation, your task, actions, results and reflection. The focus is on one or two competencies that must be shown by telling a recent experience.

### *Benefit/Purpose*

The method is often used in job interviews, but also in any job embedded learning situation. It helps to structure, evaluate and reflect on what skills, qualities and experiences you have that would help you fit with the job, course, company or institution.

### *Required material*

STARR questions: Tell a story that proves you have achieved ... (this competency and skills)

- Situation: Give a short description of the situation that you were in (real life situation, recent past), where you used this competencies or showed this skills.
- Task: Explain briefly what it is that you had to do, and what the success criteria were.
- Action: Describe precisely what you did, why and how you did it and what skills you used.
- Result: Describe what happened as a result of the actions you took and the overall impact on the situation.
- Reflection: Explain what you would do differently or improve if the same situation occurred.

### *Duration*

15 minutes preparation, 10 minutes presentation per person, 10 minutes discussion

### *Amount of people required*

1-6

### Links for further information

[University of New England](#): Recording Progress

[University of Leeds](#): Star method