

# Practice Interviews

Evaluator

Northwestern

OFFICE OF HUMAN RESOURCES

## Evaluation Criteria

Complete STARs	
Situation/Task	<input type="checkbox"/> Clearly set the stage <input type="checkbox"/> Partially set the stage <input type="checkbox"/> Did not set the stage
Action	<input type="checkbox"/> Clearly described actions taken <input type="checkbox"/> Partially described actions taken <input type="checkbox"/> Did not describe actions taken
Result	<input type="checkbox"/> Clearly stated definitive results <input type="checkbox"/> Partially stated definitive results <input type="checkbox"/> Did not state definitive results
<input type="checkbox"/> STAR elements were presented in order	
False STARs	
<input type="checkbox"/> VAGUE statements (e.g. <i>I always/usually... , I was responsible for... , <u>we</u> all pitched in...</i> )	
<input type="checkbox"/> OPINION statements (e.g. <i>I think... , I was one of the reasons...</i> )	
<input type="checkbox"/> THEORETICAL or FUTURE-oriented statements (e.g. <i>I plan to... , the next time that happens...</i> )	

## Notes

<b>SITUATION / TASK</b> you faced	
<b>ACTION</b> you took	
<b>RESULT</b> of your action	