

Utilizza il metodo **STAR** per rispondere alle domande partendo con il raccontare la **SITUAZIONE/TASK**, poi prosegui con il raccontare quali **AZIONI** hai intrapreso per risolvere la situazione/completare la task per poi raccontare i **RISULTATI**, ossia, i benefici tratti nell'aver intrapreso quelle **AZIONI**.

<p>S</p> <p>T</p>	<p>SITUATION/TASK –</p> <p>Describe the situation/task you faced and the context of the story Answers the questions: where did this occur, when did it happen, why is it important?</p>
<p>A</p>	<p>ACTION</p> <p>What actions did you take?</p> <p>What did you personally own, how did you do it, who else was involved?</p>
<p>R</p>	<p>RESULTS - How did you measure success for this project?</p> <p>What results did you achieve?</p> <ul style="list-style-type: none"> \$ Cost savings, revenue generation # Quantify to understand volume, size, scale % Percentage change, year over year improvements 🕒 Time to market, implementation time, time savings 😊 Impact on the customer, the team ♾ Quality improvements

Learning and Self-development questions:

1. Tell me about a time when you had to learn something new very quickly

2. Tell me about a time when your curiosity helped you to resolve problem

3. Tell me about a time when you took on the challenge of a new or unfamiliar task or responsibility

4. Describe a situation that demonstrates your ability to apply newly learned concepts to a new situation you faced

Collaboration:

1. Describe a period of time when you made an extra effort to build strong relationship with others inside or outside the organization

2. Describe a time when you gave up something important to you, to help someone else

3. Describe a specific action you have taken to promote a cooperative team environment, even when others around you were negative or uncooperative

4. Tell about a time you had to read intentions on a group in order to successfully reach a goal.

Iniziative

1. Tell me about a time when you were the first person to act on the situation

2. Tell me about a situation when you took initiative to do something

3. Tell me about a time when you proposed a new solution

4. Tell me about a time when you had to change your approach rapidly due to new circumstances

Time/ Task Management

1. Think back to the most complex task or project you've had to develop a plan for.

2. Please describe the most satisfying project that you performed.

3. Please describe a situation that demonstrates your ability to effectively plan work by breaking it into process steps and then communicating that plan to those involved.

4. Please describe a situation when you prepared a plan for action but due to unexpected circumstances you had to change your approach.

Analytical Problem Solving

1. Tell me about a situation when you had to make a decision based in limited information?

2. Give me an example of a time when you had too much data and not enough time to review it.

3. Give me an example of a time when you had analyzed a challenging topic or issue and needed to come up with your summary analysis.

4. Give me an example of situation when you solved a problem, that other people couldn't.

Client Value & Service Excellence

1. Describe a time when you exceeded the Client's expectations.
2. Please give me an example of a particularly good quality service, one that you were really proud of.
3. Please give me an example of a situation where you felt the client/customer was asking too much.
4. Describe a situation that required you to work with a difficult client to provide a very high-quality service.

Communicating & Influencing

1. Tell me about a time when you had to have a conversation with a co-worker or customer with whom you had a language barrier.
2. Describe a time when you and your co-worker encountered something that was difficult or uncomfortable to talk about.
3. Describe a talk or presentation that you gave recently
4. Tell me about the time you had difficulties with answering to ad-hoc questions.

Motivation

1. Where did you find our job offer? Why did you decide to apply?
2. Describe us what kind of duties you like/unlike at your previous position?
3. What kind of factors you are taking into consideration when when you are looking for a job?

4. What make you happy at work?
5. Would you describe yourself as a person who wants to work more with people or more with documents?