

THE FORMULA: STAR FORMULA

S - SITUATION

Brief context -- role, company, what was happening. Keep this part SHORT (1-2 sentences only).

T - TASK

What was specifically YOUR responsibility? Make it personal, not team-based.

A - ACTION

What did YOU do? Use "I", not "we". Show your thinking and the decisions you made.

R - RESULT

What happened? Be specific: a number, deadline met, relationship saved, lesson learned.

KEY PHRASES

I faced a situation where...	Я зіткнувся з ситуацією, де...
My main responsibility was to...	Моєю головною відповідальністю було...
I decided to... because...	Я вирішив... тому що...
I took the initiative to...	Я взяв ініціативу і...
As a result,...	В результаті,...
What I took away from this was...	Що я з цього засвоїв -- це...

TIPS

- + Choose a real, significant challenge that YOU personally resolved.
- + The Situation should be the SHORTEST part of your answer.
- + Use "I", not "we" -- they are interviewing you, not your team.
- + Always include the Result. An answer without a result is unfinished.
- + Numbers make results real: "reduced by 30%", "delivered 2 weeks early", "saved 15 hours per week".

INTERVIEW CRIMES: WHAT NOT TO SAY

x "My biggest challenge was my previous manager. They were disorganised and never gave clear instructions."

You blamed others instead of solving a problem. Interviewers immediately wonder what you will say about them.

x "There was a difficult project once. It was hard for the whole team. We all worked a lot..."

No structure, no "I", no result. Tells nothing about what YOU specifically did.

x "We had a challenge with the client... then my colleague had problems... then technical issues... anyway, it eventually worked out."

Rambling with no clear thread. The interviewer lost the story in the third sentence.

x "There were no real challenges. I always manage things without major issues."

Signals inexperience or lack of reflection. Every professional has faced challenges.

Write first, then practise speaking. Aim for natural, confident English.

YOUR ANSWER - WRITE IT HERE

S -- Situation: brief context (role, company, what was happening):

T -- Task: what was YOUR specific responsibility in this situation?

A -- Action: what steps did YOU take? (use "I", show your decisions):

R -- Result: what happened? Include a specific number or outcome:

Full STAR answer -- write the complete response in natural English:
