

## Use STAR method for Vet Med interview

*Situation: Describe the situation that you were in or the task that you needed to accomplish. You must describe a specific event or situation, not a generalized description of what you have done in the past. Be sure to give enough detail for the interviewer to understand. This situation can be from a previous job, from a volunteer experience, or any relevant event.*

*Task: What goal were you working toward?*

*Action: Describe the actions you took to address the situation with an appropriate amount of detail and keep the focus on YOU. What specific steps did you take and what was your particular contribution? Be careful that you don't describe what the team or group did when talking about a project, but what you actually did. Use the word "I," not "we" when describing actions.*

*Result: Describe the outcome of your actions and don't be shy about taking credit for your behavior. What happened? How did the event end? What did you accomplish? What did you learn? Make sure your answer contains multiple positive results.*

## Working in a group - facing conflicts, leaderships:

1. - *When did you experience another group member who disliked you/was angry at you, what action did you take, and what was the result ?- What's an example of when you didn't get along with a group member/co-worker.*
  - *Explain a time you had to work with someone who didn't agree with you*
  - *When was there a time where you had differences while working with a group or individual and how did you overcome it?*
  - *Tell us about a time when you had to solve a problem with people who shared different beliefs than you*
  - *Tell us about a time you had a conflict with someone and how you solved it*
2. *Tell us about a time you worked with a strong-willed person.*
3. *Tell us about an instance where you had to work in a tense group environment.*
4. *Tell me about a time you developed close peer relationships you had not previously had*
5. - Describe a time where you were part of a group and what was your role
  - Tell us about a time when people relied on you.

## Problem solving

1. - Describe a situation when you had to solve a problem creatively.
  - When was a time you had to use innovation to solve a problem
2. - Describe a situation where not everything turned out as you had planned and how you responded.
  - Describe a problem or challenge and how you worked through it.
  - Tell us about a time when something you were involved in didn't work out.
  - Describe a time where you had to overcome a challenge
  - Tell us about a time when you either underestimated/overestimated/failed at a situation and how you overcame it.
  - Describe a time when something didn't go your way and how you reacted
  - Tell us about a time when you either underestimated/overestimated/failed at a situation and how you overcame it.
3. - Describe a time you were unable to meet a deadline. => communication
  - Tell us about a time where you had to communicate with someone.

4. - Tell us about a time when you had competing priorities  
- Tell us about a time you had conflicting priorities

## **Adaptation**

1. - Describe a situation where you did not know how to do something.  
- Have you ever been in a new situation where you were out of your element?
2. Tell us about a time when you were thrown into a workplace and didn't know anything  
- Tell us about a time when you started a new job and had to acquire new skills you did not have before.
3. - Tell us about a job you had to do that you did not enjoy doing and how you got through it. Follow-up: do you feel you learned from that experience?  
- Tell me about a policy that you had to abide by but did not agree with. What did you do?  
- Tell us about a job you did not enjoy and what you gained from that experience
4. - Discuss a situation in which you had to work with people you had never before met  
- Tell us about a time you worked with people you were unfamiliar with

## **Lessons learned from experiences**

1. - Have you ever done anything that you've regretted?  
- Tell us about a situation you wish you could have handled differently  
- Tell me about a time you disappointed yourself
2. - What was a time when you tried to accomplish something and failed/succeeded? How were you able to overcome it?  
- Describe a time when you were not successful at something you tried to do. What did you learn from it?
3. Tell me about a time you had to make a tough decision, are you happy with the outcome?

## **About you**

1. Tell us one thing about yourself that you would like us to know, but it can only be one thing
2. What do you want to do with an advanced degree and a DVM?
3. Tell us about a time you attempted something and succeeded, how did you feel?

4. Your strength and weakness (name 3 each)
5. Describe a time you had to pursue a new idea and how you did it
6. Talk about someone that you really like OR dislike and why you think you guys get along so well or don't get along so well
7. What do you do to decompress?
8. Anything else you'd like to tell us about yourself.

