

STAR Stories

Finished with a job shadow, practicum, or internship? Take the next step towards career-readiness by developing your **STAR stories**! Here's how it works:

1. Think of traits that a potential employer would seek in a new hire. A few skills most employers desire include:
 - Teamwork
 - Problem-solving
 - Leadership
 - Adaptability
 - Critical thinking
 - Creativity
 - Persuasion
 - Stick-to-itiveness
2. Consider a time in which you demonstrated this trait.
3. Develop a **STAR story** to highlight the skill (see illustration below).

For more information, watch this Ascend [video](#) or read The Balance Careers [article](#).

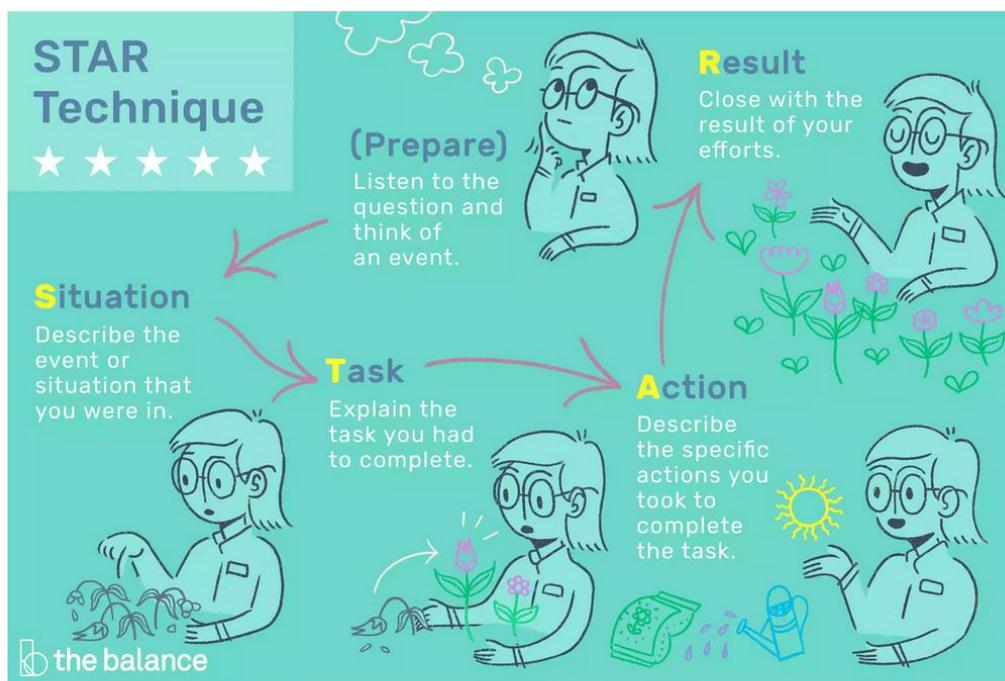


Illustration by Jon Marchione. © The Balance

STAR Stories

Find a **STAR story** sample below:

Situation

During my sophomore year in college, I accepted a position as a student assistant with the University's career center. Duties for my role included researching, writing, and marketing and promotion.

Task

The University provided each student the opportunity to learn their top five strengths using the Clifton StrengthsFinder. The goal was to develop a system to help students better understand their strengths as part of self-discovery and apply these strengths to their academic and professional careers.

Action

I collected data from various universities, consulting firms, and Gallup to create a pool of resources labeled "Personal Discovery." Then, I trained myself to develop web pages using Adobe Spark to arrange the content. Spark pages included instructions for how to use the site, provided resources for several personality tests, and embedded links to personal discovery tools, and featured each of the 34 strengths. I also inserted an electronic notebook to capture personal discovery and an interactive document with concrete recommendations for ways to build strengths.

Result

I organized and created a self-navigable process for personal discovery that emphasized the Clifton StrengthsFinder. The process helped students to take the one-page summary of the assessment to explore the depth of their strengths, understand the ways these strengths helped them be successful in the past, and learn how to apply strengths on campus and in their careers.

Before you interview for a job, review the qualifications and skills for the position. Then, rework your **STAR stories** to match the desired skills. No need to memorize your stories, but practice telling your **STAR stories** once or twice before each interview.