STAR Method Evaluation Rubric

Candidate
Name: _____   Position: _____

Interviewer: _____   Date: _____

Instructions

Instructions: For each behavioral question asked, rate the candidate's response for each of the four STAR components on a 1-5 scale. Sum the scores to get a total for that question. Use the final column to jot down key evidence or notes.

The STAR method is a structured way to answer behavioral interview questions. It guides a candidate to provide a complete story with a clear beginning, middle, and end, which allows interviewers to better evaluate their skills and experience. Each letter stands for a key part of the story:

- **S - Situation:** The candidate should clearly describe the context of the situation they were in.

- **T - Task:** They should explain their specific role or responsibility in that situation.

- **A - Action:** They should detail the specific steps they took and describe if they were calm, resourceful, and respectful.

- **R - Result:** They should explain the outcome of their actions and reflect on what worked or what they would do differently in the future.

Rating Scale

- 1 = Poor (Component was missing or very unclear)

- 3 = Average (Component was addressed but lacked detail or clarity)

- 5 = Excellent (Component was clear, detailed, and demonstrated strong skills/judgment)

Question	S	T	A	R	Total	Notes

Post-Interview Summary & Recommendation: