

# Acing Behavioral Interview Questions



## Behavior Based Interviewing

For employers, the best predictor of future behavior is one's past behavior. Thus, many interviewers will ask behavior-based questions to understand how you will handle a situation, if hired. The key is to provide a specific example or story to demonstrate how you have successfully utilized certain skills to manage similar situations.

Using the **BART Method** will help you form a clear and concise answer.

## What Does BART stand for?

### Background

Briefly describe the circumstances and give context for your example (e.g. Where did you work? Who did you work with? What was a problem that arose? What was the goal of this job?)

### Action

What did you do to address the situation?  
What specific steps or behaviors did you take?

### Result

What did you do to address the situation?  
What specific steps or behaviors did you take?

### Tie-Back

Connect what you have learned from the example back to the role you are applying for.  
How will you apply your skills to the job?

## BEHAVIOR-BASED QUESTIONS

### EXAMPLES:

- *Tell me about a time when you worked on a project as a team. What role did you play?*
- *Tell me about a conflict situation and how you resolved it.*
- *Give me an example of a situation when you took a leadership role.*
- *Describe a time when you failed at something. What would you have done differently?*





## Applying the BART Method - EXAMPLE ANSWERS

**Question:** Tell me about a time when you worked as part of a team. What role did you play?

**BACKGROUND** (Briefly describe the circumstances and give context for your example, e.g. Where did you work? Who did you work with? What was a problem that arose? What was the goal of this job?)

*I was a Peer Assistant for a psychology course last quarter. I worked closely with 2 peers, the teaching assistant and professor and we would get together once a week to discuss student progress and in-class activities. A few days before the midterm, a small group of students expressed their concerns about understanding the material and felt they needed a review of the materials. Our goal was to aid students' success on the midterm, so my peers and I brainstormed how to help students feel better prepared.*

Try It Yourself! 

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**ACTION** (What did you do to address the situation? What specific steps or behaviors did you take?)

*We decided to host a review session open to all students and we posted an announcement for students to take a survey and find the best time to hold a Zoom meeting. After confirming a date and time, the peer assistants and I developed learning activities for students to apply the concepts learned in class. I volunteered to create a Kahoot, which is a game-based learning platform with trivia quizzes. I included 20 practice questions similar to the Professor's examples. During the review session, we took turns going over the study guide, providing study tips, and presenting the Kahoot to create a fun learning experience. We also saved the last 15 minutes to answer student questions.*

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**RESULT** (What was the result/outcome of your actions?)

*We had 40 students attend the Zoom meeting. After the midterm, a few students thanked us for hosting the review session because they reported feeling better prepared and confident in the material. The team and I felt good about our ability to help the students, given we had 3 days to prepare.*

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**TIE-BACK** (Connect what you have learned from the example back to the role you are applying for. How will you apply your skills to the job?)

*From this experience, I learned the importance of clear communication in working well with my peers and its impact on students. Brainstorming ideas and finding ways to make learning fun allowed us to keep students engaged with the material. I look forward to applying my collaboration skills with my co-workers to complete \_\_\_\_\_ (collaborative task from job description) and attend to customers' needs.*

Try It Yourself! 

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