Interview Frameworks

Answering Interview Questions

STAR Method

S	**Situation** Provide the context - set the stage.
T	**Task** Describe your task/responsibility briefly.
A	**Action** Explain how you handled your task/responsibility - in detail.
R	**Result** Mention the outcome of the action taken - cover lessons learned.

For Task-based Interview Questions

(Stojanovic, 2025)

CARL Method

C	**Challenge** Provide the context. What was the initiative?
A	**Action** What was the plan? What data did you use in your assessment?
R	**Result** What happened as a result of your action? What did it impact?
L	**Learning** What did you learn? What would you do again? What would you change?

For Project-based Interview Questions

(Kugler, 2023)