# The STAR Method for Leaders

At executive and senior leadership levels, panels want to understand far more than what happened. They want to understand how you thought, why you made particular decisions, and the leadership judgement behind your actions.

A traditional STAR response is an excellent foundation, but for leadership interviews it often isn't enough.

## The six stages

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| **1. Situation** | The context and challenge. |
| **2. Task** | What you were accountable for. |
| **3. Action** | What you did, with ownership language. |
| **4. Result** | The measurable outcome. |
| **5. Strategic Rationale** | Why you chose that approach, the alternatives you considered, the risks you weighed and how it aligned with organisational priorities. |
| **6. Leadership Reflection** | What you learned, how your thinking evolved and how it shapes the way you lead today. |

Stages 5 and 6 are where senior candidates differentiate themselves.

## Every leadership answer should include

- **Strategic context:** Why did this matter to the organisation?
- **Stakeholder complexity:** Who was affected, and how did you build alignment?
- **Business impact:** What measurable value or organisational outcome was achieved?
- **Leadership reflection:** What did you learn, and how has it shaped your leadership approach?

> "The most compelling leadership stories don't just explain what you did. They demonstrate how you think, how you make decisions, and why others can trust your leadership when the stakes are high."

# Rebuild one story at leadership level

Choose one of your STAR examples and rebuild it using the six stages.

Question or story: _____

**SITUATION**

**TASK**

**ACTION**

**RESULT**

**STRATEGIC RATIONALE**

**LEADERSHIP REFLECTION**

## Before you finish, check your answer covers:

- ☐ **Strategic context:** Why did this matter to the organisation?
- ☐ **Stakeholder complexity:** Who was affected, and how did you build alignment?
- ☐ **Business impact:** What measurable value or organisational outcome was achieved?
- ☐ **Leadership reflection:** What did you learn, and how has it shaped your leadership approach?