

INTERVIEW MASTERS

Created by Elizabeth Grab, Workforce Development Librarian at the Boston Public Library

Player 1 points

Player 2 points

Player 3 points

Player 4 points

Practice your interviewing skills by becoming someone new! Compete for points to discover who among you becomes the Interview Master.

1 Roll for a Role

All players roll a d6. The person with the highest roll is the interviewee. Everyone else is an interviewer. For 2+ interviewers, alternate who asks questions.

2 The Interviewer(s)

Ask the questions. Roll a d10 to determine which question and a d4 for which tone to use when asking.

Give interviewees a point for each letter of **C-A-R-L** or **S-T-A-R** they cover in their answer. After 5 questions, swap roles. Give yourself a point for each letter you help them get by asking follow-ups.



TONE (d4)

1. Friendly
2. Bored
3. Annoyed
4. Unreadable

QUESTIONS (d10)

1. Have you had to deal with coworker conflict? How did you resolve it?
2. What is a work experience that helped you grow and succeed?
3. How do you handle feedback and criticism from supervisors?
4. When have you failed in your career?
5. What is your greatest weakness?
6. What is your greatest strength?
7. What makes you the best fit for this job?
8. What do you hope to get out of this role?
9. How do you measure success?
10. Why do you want to work for this organization?



3 The Interviewee

Answer the questions. Roll a d6 to determine your identity and a d4 for the job you're applying for. Answer questions as that person for that job.

Use the **C-A-R-L** or **S-T-A-R** methods for examples that back-up your answers. You get a point for each letter of the method you fulfill. After 5 questions, swap roles.

IDENTITY (d6)

1. Superhero
2. Supervillain
3. Magician
4. Reporter
5. Dog walker
6. Intergalactic pilot

JOB & LEVEL (d4)

1. First job: You've had internships, but this would be your first job. It's entry level on a large team.
2. Early career: You've had 1-2 roles and are learning. You'd be low on the team hierarchy in this job.
3. Mid career: You're skilled and have supervised others. You'd be leading a small team in this job.
4. Late career: You're an expert in your field and have led teams before. You'd manage 2 teams in this job.

Turn over for C-A-R-L and S-T-A-R methods!

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C-A-R-L

Context - describe the context for the example

Action - describe the actions you took to address the situation and fulfill the task(s)

Results - describe the results of your actions

Learning - share what you learned from the experience

When to use it: behavioral questions where Learning is vital

S-T-A-R

Situation - describe the situation

Task - describe the task that you needed to complete to address the situation

Action - describe the actions you took to complete the task(s)

Results - describe the results of your actions

When to use it: technical competency questions where Task & Action are vital

C-A-R-L & S-T-A-R Methods

Try to always give an example to back up your interview answers! The **C-A-R-L** or **S-T-A-R** methods let you structure those examples to answer the question and show off your skills without rambling or going off topic.

EXAMPLE: What is your greatest weakness?

I have periodically struggled with speaking up. I've been working on it by maintaining communication & collaboration with coworkers so that I am a contributing, meaningful part of the team.

C: When I began working at my previous position, I noticed that none of the training protocols were written down for staff reference.

A: As my supervisor and coworkers trained me, I kept detailed notes.

R: When my supervisor asked me to train another new employee a few months later, I asked if I could share the notes from my training. My supervisor then turned those notes into official training documents.

L: My supervisor was surprised that I hadn't mentioned the documents to her before and encouraged me to share my ideas in future. This jolted me into realizing that I was not just an employee, but a member of a team. It was the encouragement I needed to confidently contribute!

EXAMPLE: When have you failed in your career?

S: Early on at my previous position, I was given a manual of standard operating procedures for the department.

T: Part of my role was to create marketing materials that the PR team could then send out to our normal advertising channels.

A: I was creating those materials according to the manual, but it turns out that it was outdated and the new workflow was shared by email before I started. The PR team was having to overhaul the materials I submitted for the first few months before someone let me know.

R: I now make sure to ask for the most up-to-date manuals, and I write in updates as procedures change so that new employees are trained on the correct operations and current employees have accurate references.