

The STAR Method Primer

A concise guide to delivering clear interview responses.

The STAR method helps legal professionals communicate judgment, clarity, and impact without rambling. Use it as a framework for telling focused, high-signal stories.

SITUATION (1 sentence)

Set the context briefly.

Goal: Frame the legal or operational issue without unnecessary detail.

Example: "Our privacy team flagged concerns about a product feature scheduled for release."

TASK (1 sentence)

Define your specific responsibility in addressing the situation

Goal: Show ownership and your role in the matter

Example: "I was asked to assess risk and advise on compliant implementation options."

ACTION (2-3 sentences)

Explain what you did and how you thought it through.

Goal: Reveal judgment, collaboration, through process, and communication.

Example: "I partnered with Security to map data flows, clarified regulatory requirements, and worked with Product to outline two compliant design alternatives. I communicated the tradeoffs to leadership and recommended the path that was less likely to expose user data."

RESULT (1-2 sentences)

State the outcome in clear, business-relevant terms.

Goal: Show impact, not activity.

Example: "Leadership ultimately adopted my recommendation, reducing privacy exposure while allowing the feature to launch on schedule, with clear guardrails for future updates."

PRO TIPS FOR LEGAL CANDIDATES

Keep answers to **60-90 seconds**. Prepare **5-7 stories** that flex across multiple questions. Make sure a non-lawyer can understand it.

Need more interview prep help? [Book time](#) for a free, initial 30-minute coaching consultation.

About the Author

Ryan Black is an executive coach with extensive experience in BigLaw and in-house legal departments. He works with lawyers, legal ops professionals, and paralegals to build strong career narratives and represent themselves confidently. His approach is grounded in behavior-change science and proven, practical frameworks that make an impact.