**S.I.R. Model for Interviews**

The interview process has changed a lot in the last several years. Today, interviews are much more behaviorally based. Interviewers want to know more about how you accomplish tasks and work with others, and they expect you to be able to give examples of your past experience. In other words, interviewers today are looking for proof of your accomplishments, not just textbook examples.

One tool for learning how to answer questions regarding your past experience is the “SIR” model.

- **“S”** - Situation: Describe the situation.
- **“R”** - Result: What happened? Describe the result of your intervention. What is it about you that contributed to a positive outcome.

This is a simple, three-step approach to help you through any anxiety about answering questions in the interview.

**Practice!**

It is recommended that you take the time to consider many different examples of conflicts, accomplishments, difficult tasks, successful projects, and other situations about which you might be questioned. Write them down in the SIR model format and practice answering these questions with a friend:

1. Describe a situation where you encountered conflict with a coworker. How did you handle it?
2. I see in your resume that you received an award for efficiency in your last job. Tell me more about that.
3. Have you ever been the lead on a team project? What was that like for you?
4. When working as part of a team, have you ever disagreed with the methods or process used by the team? What happened?
5. Tell me about a time when you really loved your job. Why?