

Behavioral interviews consist of questions that hiring managers ask to ensure applicants describe specific details about an issue during the job interview. (You may remember this from your early days using the S.T.A.R. method.) How the applicant answers can easily tell you much more about their work ethic and style than you think. Today, we're at looking the "P.A.R. Technique." What is this technique, you ask?

P.

PROBLEM

What was the situation and specific problem that had to be addressed?

A.

ACTION

What specific skills/tools did you use to address the task?

R.

RESULT

What was the result of your decisions?

Once you ask these types of open-ended questions you should be looking for trigger answers that elevate certain candidates to the next round. However, there is no exact "right" answer to most behavioral questions. Instead, you should be looking to learn more about the candidate, their experience in specific situations and how they approach work. How does this candidate tell a story about their past experiences and how it relates to the position now? Does that story have a natural beginning, middle, and end to solving a solution? A good candidate will know how to quantify their results and illustrate the growth of the things they have accomplished. A well put together candidate will understand behavioral questions and have put together their game plan well ahead of time!

When interviewing a candidate, it's important that your prospective hire will be able to utilize this method on open-ended questions in a professional manner.

However, to get the candidate engaged in the P.A.R. technique, you have to be asking the right questions. Here are a few common questions you can utilize in nearly any interview:

Describe a time when you took initiative on a responsibility you weren't assigned to do.

Explain one of your most difficult work decisions you've ever had to make.

Tell us about a time when you had to sway an opinion with presentation skills.

Tell us about a time you voiced a concern to your supervisor.

Explain a time in which you seen a potential problem developing and you came up with a solution prior to the situation worsening.

One way to interpret P.A.R. interviews is to take a look at a candidate's answer and determine if they only answered with one of the elements of P.A.R. or heavily focused on one area.

For example, if a candidate heavily **focuses on the results** derived from their actions, they're a results-driven worker who is most likely of a **managerial mindset**.

If they answer primarily focusing on the **actions** they took, they're more **task-oriented**.

Remember, not every candidate is the same and just because one has greater job experience doesn't always make them the best fit. Your questions should be tailored for your position, needs and work culture. Give the candidate a chance by asking good behavioral questions that can elicit great, thoughtful answers to find out who the next workplace star will be.