

# Illustrate your strengths

“Can you tell us one of your strengths and describe a time when you leveraged it?”

Use this activity to explore the best way to answer this question.

## The STAR technique

Look at your Wingfinder report (page 15) where each of your top strengths are listed. Then look at the 'start' and 'continue' comments on the following pages. Choose the ones that describe you best, then use the STAR technique to structure your response and to build an illustrative, concrete story around your strengths.

**This technique is an acronym and covers 4 parts:**

- S** **Situation:** Set the context for your story
- T** **Task:** What was your task, problem or goal?
- A** **Action:** Explain in specific detail what, why and how you worked on your task.
- R** **Result & Reflection:** Outline the outcome to show your success by using your strengths.

## Try it yourself

- ✔ Choose a strength that is highly relevant to the job you're applying to and have a look at its definition in your Wingfinder report.
- ✔ Apply the **STAR technique** by filling out the grid on the next page.
- ✔ Use the example below (and within the table) to help you.

### Example: Supportive

Imagine your strength is being supportive. Your Wingfinder report helps you think of details on what this strength means and how you tend to succeed through it.

You want to illustrate this strength in the context of your application to an Events Specialist Role, you already have experience in organizing a student event.

The infographic is set against a teal background with a faint circular pattern. On the left, there is a circular icon containing three stylized human figures. To the right of the icon, the text reads: 'YOU ARE VERY SUPPORTIVE in YOUR CONNECTIONS'. Below this, a paragraph states: 'You consider other people's opinions before your own. Your focus and desire is to do good for others.' To the right of this paragraph, under the heading 'You succeed through', there is a bulleted list: '• your focus on the bigger picture', '• your regard for others', and '• being a person others can trust'. Further right, there are two columns: 'On a good day...' with the text 'You are naturally supportive of colleagues', and 'On a bad day...' with the text 'You can be too influenced by others' needs'. At the bottom, a horizontal line with a central circle labeled 'YOU' is flanked by arrows and the text 'MORE AUTONOMOUS' on the left and 'MORE SUPPORTIVE' on the right.

Example:

Try it yourself:

Your Strength: **Supportive**

I succeed through...

*My focus on the bigger picture, my regard for others, being someone others can trust*

On a good day...

*I'm naturally supportive of colleagues*

**S**

**SITUATION**

Set the context for your story.

*I'm in the AEGEE society and we regularly organize events to inform incoming students about study abroad opportunities to help them gain international experience.*

**T**

**TASK**

What was your task, problem or goal?

*My role was to promote the event to students while my colleague was responsible for organizing speakers. On short notice, the event was moved up a month which posed a major problem for my colleague, as during this week, all our normal speakers were not available.*

**A**

**ACTION**

Explain in specific detail what, why and how you worked on your task.

*Even though my schedule was full, I reached out to relevant, potential speakers to support my colleague. I spent most of my time building trust with speakers and convincing them of how beneficial their talk would be for the students.*

**R**

**RESULT & REFLECTION**

Outline the outcome to show your success by using your strengths.

*The event was a huge success, we had 10 speakers from a variety of backgrounds. The weeks ahead of the events were intense, as I had to manage the promotion for the event while spending much time on connecting with speakers and supporting my colleague. But it all paid out – we received great feedback from both attendants and speakers.*

STAR Technique

Find out more

Check out [wingfinder.com/career](http://wingfinder.com/career)