**Putting the STARE Framework into Practice**

***Sample Question:*** *Tell me about a time when you recognized a problem. What did you do about it?*

***Sample Answer:***

**(S)** "While I was working at McDonalds as a shift supervisor, **(T)** I noticed that the over-all performance of the employees seemed to be deteriorating. **(A)** I decided in order to try and improve staff performance; I would start leading by example rather than speaking to individual staff members about their performance. **(R)** As a result of this initiative, the staff on my shift raised their customer service performance and I was rewarded with the Employee of the Month Award. **(E)** This showed me that if I want to make a change, I have to take initiative and leading by example helps motivate fellow colleagues. “