

## PAR Technique

The PAR technique is a way to build strong answers to behavioral interviewing questions. The idea is to provide a specific example or “story” of how you have performed well on the job in the past. This can help the employer see how you might do a good job for them.

**PAR** stands for **Problem – Action – Result**.

**Problem** – Describe a specific problem or situation you handled on the job.

**Action** – Describe the specific action steps you took to deal with the problem.

**Result** – Talk about the positive result you achieved through your action(s).

### **EXAMPLE**

*Tell me about a time when you had to go above and beyond the call of duty in order to get a job done.*

**Problem** – I was working as an administrative assistant at an advertising agency. The team I was supporting had an important presentation for a potential new client. The new client account would bring in more than \$2 million dollars to the company. The day before the presentation, the account executive decided to make several last-minute changes to the presentation and also changed the meeting location.

**Action** - I stayed at the office with the team until 11:00 p.m. that night to make sure all the needed changes were made and double-checked and that everyone (all those invited to the meeting, their support staff, catering) was informed of the

new meeting location. I arrived early the next morning to ensure everything was in place.

**Result** – The team’s presentation went smoothly and the client was impressed. Our company got the account. The team thanked me for my dedication and let me know they could not have gotten everything done on time without me staying late to help. I was glad our efforts led to success for our company.