

S.H.A.R.E. Interview Model

How to use: When you hear a behavioral question, formulate your response with the S.H.A.R.E. model.

- 1.) **Situation:** describe the situation.
 - 2.) **Hindrances:** explain what made the situation especially challenging.
 - 3.) **Action:** what action did you chose to take and why.
 - 4.) **Results:** illustrate how the action was a good choice by explaining the results.
 - 5.) **Evaluate:** what was the final outcome of the situation? For example, you can contrast the actual result with what might have happened if you had chosen an alternate course of action.
- TIP:** Have 6-8 examples to draw from for conversation variety.

Customer Name:

Project Name:

Project Manager/
Stakeholder:

Date:

1.) Situation: describe the situation.

2.) Hindrances: explain what made the situation especially challenging.

3.) Action: what action did you chose to take and why.

4.) Results: illustrate how the action was a good choice by explaining the results.

5.) Evaluate: what was the final outcome of the situation?