

How to

• W-H-O •

Your Interview

Many employers conduct behavioral based interviews because **the best predictor of future performance is past performance**. This style of interviewing focuses on your personal experiences, behaviors, knowledge, and skill sets. The **WHO method** is a powerful. It helps to organize your thoughts and to provide a complete picture of the situation you are describing. So what is the **WHO method**?



What ~ Describe **WHAT** situation you were involved in that resulted in a positive outcome. Provide a specific from a previous job, volunteer/academic experience, or other relevant situation.

How ~ describe **HOW** you managed the situation. Discuss all of the strategies, skills, and methods that you used to complete the task

Outcome ~ Describe the outcomes that were produced from your work. Make sure to include all outcomes that added value, the impact that they had, and the overall results of your work. Always conclude your outcomes with what you learned from this situation.