



Getting Started - Intro to the CAR Model

C

Challenge



Describe a challenge you encountered.

A

Action



What actions did you take to overcome this challenge?

R

Result



What results did you obtain through your actions?



Getting Started - The CAR Model

The principles of the CAR Model can be used to answer many interview questions other than “what is a challenge you’ve overcome?”

Using the CAR Model is a way to highlight your skillset and character by talking about experiences. You do this mainly by emphasizing “action.”

You can use the CAR Model to answer other questions such as:

What are your strengths?

- Instead of listing skill such as: hardworking, detail oriented, and team player; tell a story that proves these things are true.
- EX: At my internship experience working for Triangle, I worked on an assembly line in a team of ten. We worked 5-hour shifts over the summer. Our job was to create kits with necessary items for students studying abroad. I worked with my teammates to make sure the kits were done accurately, and we reached our production goal. I was responsible for providing quality assurance to finished kits before packaging them for shipment.
 - **C- Challenge:** Internship, completing 2000 kits over 5 weeks.
 - **A- Action:** Working on an assembly line in a team of ten. We worked 5-hour shifts over the summer. Our job was to create kits with necessary items for students studying abroad. I worked with my teammates to make sure the kits were done accurately, and we reached our production goal. I was responsible for providing quality assurance before packaging finished product to be shipped.
 - **R- Result:** We completed the project! meeting our production goal which was completing 2000 kits over 5 weeks. I earned my first paycheck!

What is something you’ve accomplished?

- Instead of giving a short answer, talk in detail about all the work that went into your accomplishment (this is the “action”). And then, make sure to inform the person you are talking to what the “result” was!
 - **C-Challenge:** Raising money for cancer
 - **A- Action:** I participated in a walk-a-thon to raise money for cancer. I worked with a group of friends, and we got over 50 pledges. We made signs and went around our communities asking for support. We worked on this for two months. On the day of the event, we walked 6 miles!
 - **R- Result:** We were able to raise over \$3,000 dollars.

What is something you’re proud of?

- Often, we are proud of things we’ve accomplished or skills we’ve built. If asked this common interview question, remember the CAR Model.



Getting Started - Giving Detailed Answers

It is important to use examples and details when answering interview questions.

Giving detailed examples of your experiences helps you highlight your character and skillset.

Below, check the box that applies and answer the questions at the bottom.

Interview Question #1: What is a strength of yours?

Interview Answer #1: Football.

No detail

Some detail

Detailed example

Interview Answer #2: Football, I get the most touchdowns.

No detail

Some detail

Detailed example

Interview Answer #3: Football. I listen closely at practice. I work out on my own 4 times a week. I also was voted team captain my senior year.

No detail

Some detail

Detailed example

Follow up questions:

Who would you hire? Interview 1, 2, or 3?

Because of the details provided in the 3rd interview, what skills do we know they have?



Getting Started - Giving Detailed Answers

Below, check the box that applies and answer the questions at the bottom.

Interview Question #2: What is a challenge you've overcome?

Interview Answer #1: Taking tests (MCAS).

No detail Some detail Detailed example

Interview Answer #2: Taking tests, they are so hard, and I get anxious, but I usually do pretty well.

No detail Some detail Detailed example

Interview Answer #3: Taking tests. They make me anxious, but I study with classmates and work with a tutor. I passed my MCAS test!

No detail Some detail Detailed example

Follow up questions:

Who would you hire? Interview 1, 2, or 3?

What do their detailed examples prove about them?



Getting Started - Using the CAR Model

Directions: To the best of your ability, please answer the following questions.

Question

Answer

<p>What is something that you are good at? (Challenge)</p> 	
<p>What did you have to do to get good at it? (Action)</p> 	
<p>After practice, what are you now able to do? (Result)</p> 	
<p>Name an accomplishment you are proud of? (Challenge)</p> 	
<p>Why are you proud of this accomplishment? (Action-you are likely proud of all the work it took)</p> 	
<p>What was the result of your accomplishment? (Result)</p> 	



Getting Started - Putting It All Together!

When interviewing, choose experiences to talk about that emphasize the action. All the work it took to build a skill, accomplish something, or overcome something is what will make your skillset and character apparent, and you stick out!

The CAR Model can be used while on an interview to show your strengths. It is done by sharing a story that demonstrates a time you overcame something challenging.

Please fill out the table below:

<p><u>Challenge:</u> The actual event A time that was difficult for you?</p> 	
<p><u>Action:</u> Steps taken to work through the challenge What action did you take to improve the situation? Did you need help? If so, how?</p> 	
<p><u>Result:</u> Action outcome What was the end result of the challenge?</p> 	