



Structuring Interview Answers-CARR Method

For all industries, structuring your answers to interview questions relies on how well you understand the role and organization and your ability to connect your past experience to the desired skills, objectives and culture of the job. It is important to research the organization thoroughly. To target your answers to each job and give examples to demonstrate your skills and qualifications, use the CARR Method which allows you to think about the various aspects of each experience to help you provide an answer that describes your experiences and accomplishments.

Context: The organization; its climate; size, number of employees/co-workers, interesting or otherwise impressive; timing; interpersonal situations, “This is what was happening—this was the situation where I worked...” and the involvement YOU played

Example: During the final year in my PhD, I failed to complete my dissertation by the agreed upon date set between me and my advisor. My access to a specific archive was delayed due to some geopolitical issues and it took me longer than anticipated to complete.

Action: Explain your actions, framed in the context of the situation. What work did you actually do? What were your responsibilities? How did you accomplish the task?

Example: To ensure I could still complete the project, I continued to work on my literature review and independently developed an interviewing protocol to supplement the research. I communicated the progress at regular intervals with my advisor, who consequently extended my timeline.

Result: Explain the result and its benefit. If possible, quantify your results with numbers to demonstrate your impact on the organization or the field.

Example: Although my work was delayed, I feel that the delay ended up producing higher quality work which ultimately was a really positive result. I also think I communicated well especially with those impacted, so they felt like their time was respected and they could plan accordingly

Relate: Connect your experience with the desired qualifications of the job. What skills from your previous experience will you be able to use in this job?

Example: Based on your question, it sounds like deadlines are really important here, and I think my tendency to proactively communicate could be an asset. I should also add that this was definitely the exception. I tend to work really well in timeline driven projects.



CARR Worksheet

C	(CONTEXT: The organization; it's climate; size, number of employees/co-workers, interesting or otherwise impressive; timing; interpersonal situations, "This is what was happening—this was the situation where I worked...")
A	(ACTION: The objective, job duties, day-to-day responsibilities focused on how YOU accomplished the task and the involvement YOU played)
R	(RESULTS: Use numbers, describe the impact on the organization)
R	(RELATE: Connect what you did to the skills needed in your desired occupation)



THE OHIO STATE UNIVERSITY

COLLEGE OF ARTS AND SCIENCES



**Communities.
Connections.**
asc-careersuccess.osu.edu