

# DamGoodHire — Interview Cheat Sheets

*Prep stories fast. Research smart. Close strong.*

## How to use:

Use these pages to prep 3-5 stories, research fast, and finish with a concise thank-you.

## The STAR Method (what to write and how it sounds)

S — Situation: 1 line context (where/when/why it mattered).

T — Task: Your responsibility or target (what you owned).

A — Actions (3-4): Lead with verbs; tools optional; keep bullets ~7-12 words.

R — Result: Measured outcome (include a number and who benefited).

- Aim for 60-90 seconds aloud. End with a 1-line summary that lands the metric.
- Use "I" for your actions, credit the team in the Result.

## Example STAR (engineering)

S: Checkout errors increased, and P95 latency worsened (95th-percentile) from 3.2 s to 5.4 s.

T: Reduce failures and restore performance before Black Friday.

A: Profiled the critical path; removed a blocking SDK; added image lazy-load; set a Redis cache for price lookups.

R: Crash rate decreased 71% (↓ 71%); P95 improved from 5.4 s to 2.1 s; mobile conversion +6.3% within 3 weeks.

## Example STAR (product management)

S: Trial-to-paid conversion stalled at 12% in the SMB segment.

T: Raise conversion to at least 18% before the end of the quarter.

A: Mapped the trial funnel; ran 4 usability tests; shipped an in-app setup checklist; tightened email timing; added a success metric to top navigation.

R: Trial-to-paid increased to 19.6% in 6 weeks; onboarding time decreased 32%; setup-related support tickets decreased 27%.