





Structuring Interview Answers-CARR Method

For all industries it is important to research the organization thoroughly. Be able to communicate your technical and transferable skills as well as your organizational fit. Target your answers to each job and give examples to demonstrate your skills and qualifications. The CARR Method allows you to think about the various aspects of each experience to help you write an accomplishment statement that describes your experiences and accomplishments.

Context Workplace Environment, Employees, etc.

What was the goal you were trying to accomplish? What is your purpose within the project?

Action Explain your actions, framed in the context of the situation.

What work did you actually do? What were your responsibilities?

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: "Implemented new data analytics method to streamline the process of solar cell creation, resulting in 65% reduction in cost to the consumer."

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?

CARR Worksheet

Use the CARR Method as a framework for your answers.

C

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..."

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