



Interviewing Secrets Revealed:

How to Make Your Next Interview Better Than Your Last

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Agenda

1. Research

2. Interview Situations

3. Interview Attire

4. 12-Phase Interview Preparation

Looking for the right residency

- Clerkships – more than them looking at you— it's also so important for you to look at them
- Do your homework before, during and after the clerkship
- Plan ahead, way ahead
- Document your experience both qualitatively and quantitatively

Research, Research, Research

Why gather intel on the residency program?

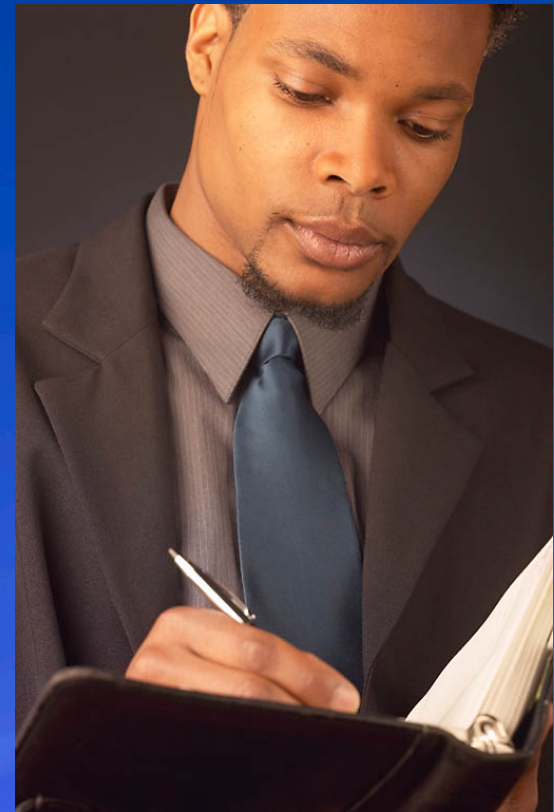
- Knowledge is Power
 - Learn about the program, the institution, the institution's culture and environment, what do others think of the program
- Where do I go to find data?
 - Program and institution web sites, annual reports, "Google", other websites, current and previous residents (alum)

Know Thyself! What can and will you bring to the table?

- Ability to Learn
- Planning and Organizing
- Communication
- Interpersonal Relations
- Self Motivation
- Leadership
- Adaptability
- Assertiveness
- Passion
- Analytics
- Innovation
- Creativity
- Computer Savvy
- Teamwork
- Ethics
- Clinical Experience
- Languages
- Service Experiences

So now what?

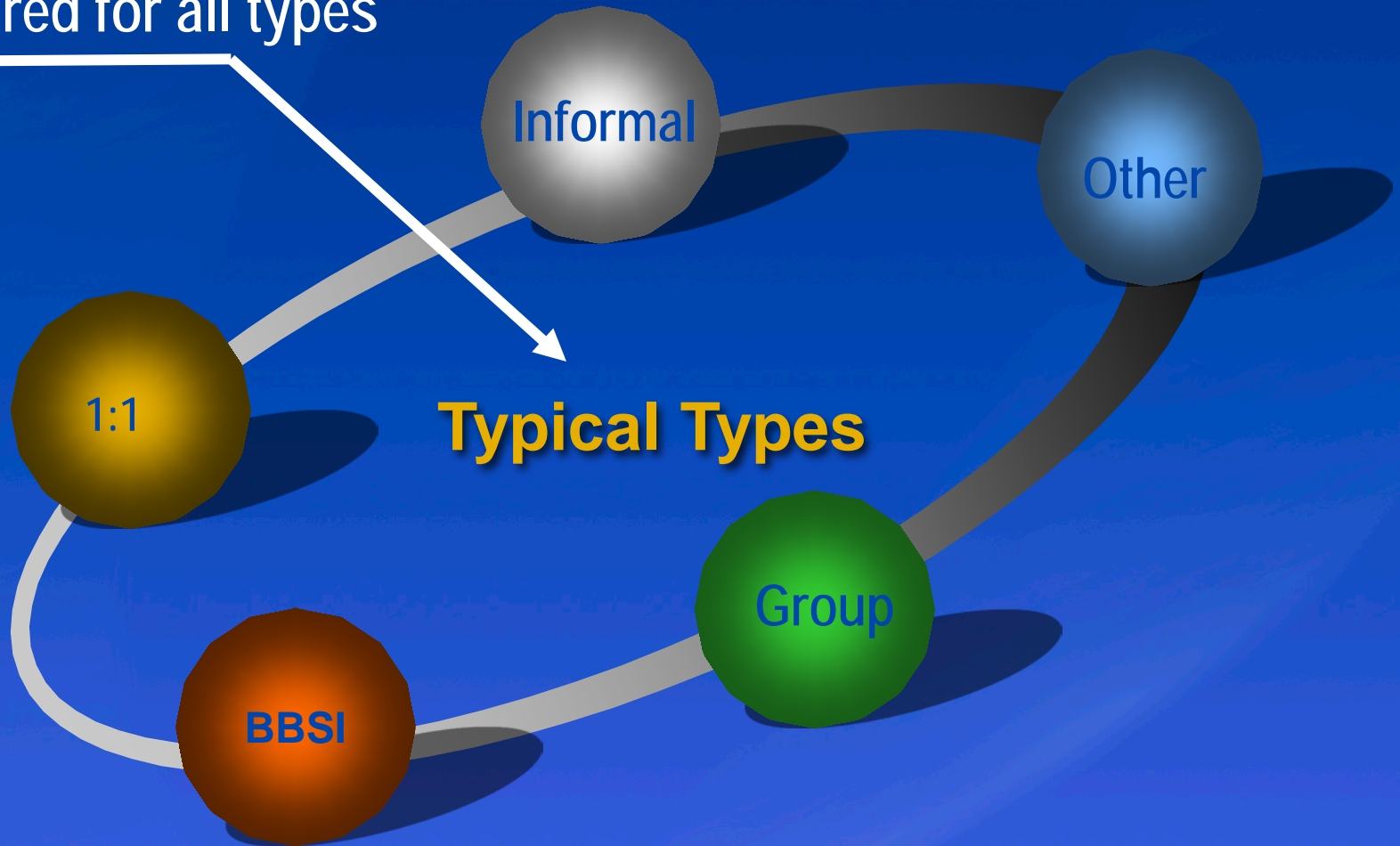
Brush up on your interview skills; you have not had to do this in awhile!



**You won't get in
if you don't apply!**

Interview Situations

Be prepared for all types



Interview Situations

The Unstructured or Informal Interview

- Interview is more free-flowing
- Not all of the same questions are asked of each candidate
- Interviewer allows maximum freedom in the response
- Many follow-up questions will be one-word questions like "Why?"



Informal

Interview Situations

The Group Interview (or Multiple Interviewers)

- May involve a presentation to many people at the same time
- May include situations where many people are "interviewed" at the same time
- Two or more interviewers may interview you at the same time
- Usually general in format and do not allow much, if any, time for questions



Interview Situations

The Case Interview

- Not as frequently used in medicine as in business
- Candidates walk the interviewer through their thought process about a specific complex problem that they are given.



Interview Situations

The Case Interviewer is testing for....

- Analytical ability
- Ability to think logically and in an organized fashion
- Ability to tolerate ambiguity and deal with an overwhelming amount of data
- Ability to be poised and self confident under pressure
- Interest in solving problems
- Interest in consulting
- Personality



Interview Situations

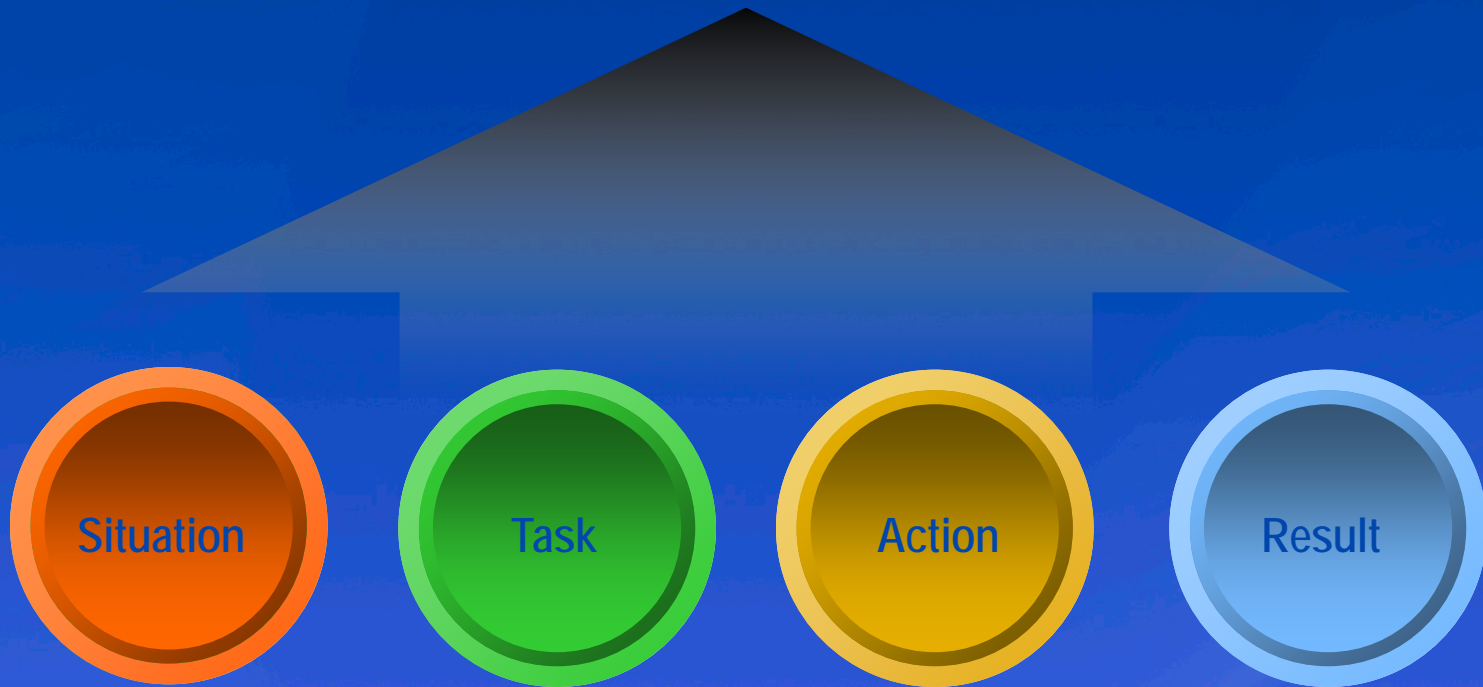
The Behavior Based Situational Interview

- This type of interview is readily becoming the most popular interview style.
- Past Performance is a good predictor of future performance
- This style allows the interviewer to examine whether you possess the skills needed to succeed in the job.
- These questions frequently start with:
"Tell me about a time when..."



Behavioral Interviewing

STAR Methodology



Situation

Task

Action

Result

MMI

- Multiple Mini Interview (MMI) developed by McMaster University
- Designed to gauge an applicant's potential to successfully interact with patients and colleagues
- Designed to measure communication skills, specifically verbal and nonverbal skills that can't be measured using standardized written exams or reviewing coursework transcripts
- Typically consists of six to 10 very short interviews that revolve around a specific scenario.
- Based on the research, schools using the MMI believe it produces a more reliable assessment of a candidate and limits interview biases due to the number of interactions.

What else matters?

Personal Statement

How do I dress?

Personal Statement: The Dos

- Indicate why have you selected the specific field of medicine
- Describe what motivates you to learn more about that specific field of medicine
- Share what you want residency programs to know about you that has not been disclosed in another section of the application
- **PROOF! PROOF! PROOF!**

The Don'ts

- Don't write an autobiography, itinerary, or resume in prose
- Don't try to impress the reader with your vocabulary
- Don't rely solely on your computer to check your spelling
- Don't include information that doesn't support your theme

Before the Interview . . .

- DO YOUR HOMEWORK - Research the institution
- Prepare meaningful questions to ask
- Practice interviewing as much as possible—
MOCK INTERVIEWS
- Iron your Suit. Shine your Shoes. Get a good haircut. Cover your Tattoos. Remove Excess piercings and wear sensible shoes!

During the Interview

- BRING YOUR “A” GAME!
- Dress professionally, dress for success
- Show your confidence and personality
- Be concise – specific reasons WHY
 - *(Why this program , why this institution)*
- Be aware of body language
- Be polite & respectful – a little humility goes a long way
- Remember, you are being interviewed from the moment you step on campus

BE PROFESSIONAL

After the Interview

- Send brief, thoughtful 'Thank You' notes
- Reiterate your interest in the program
- Remember – patience is a virtue
- Reflect
- Document both qualitative and quantitative assessment of the interview, the program and the institution

Interview Prep Worksheet

Phase 1

Phase 2

Phase 3

Research
the
institution

Research
the
program

Know your
KSA's

The 12-Phase Approach

Interview Prep Worksheet

Phase 4

Phase 5

Phase 6

Know your
competitive
edge

Communicate
“why you”

Prepare
questions

The 12-Phase Approach

Interview Prep Worksheet

Phase 7

Phase 8

Phase 9

Dress the
part

Impress
the
interviewer

Assess the
interview

The 12-Phase Approach

Interview Prep Worksheet

Phase 10

Phase 11

Phase 12

Thank You
Notes

Reshuffle
the deck

Know that
you have
done your
very best!

The 12-Phase Approach



Questions?

THANK YOU!

Contact us at:

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