



VIRTUAL RESIDENCY INTERVIEWS

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ALSO AVAILABLE AS A ZOOM RECORDING

Share recording with viewers:

https://zoom.us/rec/share/_sIOE5fPrzplU9LswWPfUaUuNYnpX6a81XIZr_BYzU1E_A_WN4XIbmMOnuAgwKUL Password: %e1+^5Lp

GOALS OF THE INTERVIEW



Purpose of Interview - Program Director Perspective:

Overall: Determine if you are a good fit for their program and whether you will succeed in their program

- Do you have good interpersonal and communication skills? To assess how you will interact with patients and colleagues*
- Are you ethical, accountable, reliable? Do you manage your time well and are responsible? To assess your professionalism*
- Do you respect patients, have sound judgement based on best practices, and are a team player? To assess your ability to provide patient care*
- Are you committed to growth and willing to work hard? Do you demonstrate humility and integrity? To assess your character*

Purpose of Interview - Applicant Perspective:

- To **find the best fit** between you and a program
 - *Compare your options*
 - *Would you be happy there?*
 - *Will the program help you achieve your career goals?*
 - *Opportunity to present your best self and ultimately.....Match*

Main objectives for the interview

- Determine how well the program meets your goals and preferences
- Demonstrate your compatibility with the program's culture
- Assess the relative strengths and weaknesses of the program, with the goal of creating a solid rank order list
- The NRMP Program Rating and Interview Scheduling Manager (PRISM[®]) mobile app lets you track and rate programs and is available for [iPhone](#) and [Android](#) platforms

The Experience

- Most residency interviews are pleasant experiences. Programs want you to learn about them as much as they want to learn about you.
- Typically 20-30 minutes, but may be only 10-15 minutes with PD
- Can vary in difficulty
- Be prepared to answer questions about issues in your record
- Students who interview poorly, do so because of
 - *Preparing inadequately*
 - *Providing inappropriate or inconsistent answers to the questions asked*
 - *Displaying a discouraging, condescending, abrasive, or defensive mood*
 - *Seeming flat, nervous, or uninterested*
 - *Using inappropriate humor*
 - *Saying disparaging remarks about other people or programs*
 - *Rambling on or otherwise providing incoherent answers*
 - *Lack of confidence*

INTERVIEW PREPARATION



Preparing for Virtual Interviews

- Approach virtual interviews with the same formality as you would for an in-person interview
- Be prepared for common questions
- **KNOW your application!** - Thoroughly and critically review all elements of your application: transcript, CV, personal statement, clerkship narratives, and MSPE

Be prepared to answer “Tell me about yourself...” with a brief narrative that may answer

- Who you are
- Why this specialty
- What are your interests
- What are your core values
- How you may have evolved

Be prepared to discuss your career goals

- You can be general but not vague. In 1-2 sentences be able to articulate your plans for after residency
 - *Will you be practicing clinically?*
 - *Are you considering additional training?*
 - *Would you like to engage in teaching or research?*
 - *Do you plan to work in a particular community or serve a specific population?*
- If you indicated an interest in research in your personal statement be able to discuss what kind of future research topics you may be interested in conducting during residency and beyond
- It can be opportunity to discuss your past experiences and accomplishments in relation to your future plans

Be prepared to address issues in your application

- *Do not be defensive, remember you have been invited for an interview so you already meet their qualifications*
- *Practice a response to “Why did you get honors in everything except... “ OR “why do you think you got a pass in ...”*
- *Your answer should demonstrate: maturity, reflection, growth, accountability and overall be positive*
- *Your answer needs to show that you want to continuously improve*
- *Avoid blame or excuses, that is a red flag for PD’s because it can indicate an inability to receive or incorporate feedback in the future*
- *Do not use poor testing or conflict with preceptor as a reason*

Tips from Mock Interviewers

- Review current innovations and challenges in the specialty you are pursuing in order to have a meaningful conversation about the specialty
- Expand your prior knowledge about health policy, health care delivery, health care systems to able to discuss current issues. Consider Ted talks, NY times, US News, Kaiser Family Foundation (www.kff.org)
- Be able to discuss your research with ease, consider reviewing each project and develop a brief summary for yourself. Regardless of your role in the project it is expected that you are able to do this
- Avoid the use of fillers: um, uh, like, sure, so, sorta, kinda

Tips from Mock Interviewers

- Your interviews may be variable and some interviewers may not ask difficult questions or delve into you record, while others may be more rigorous
- Build a rapport not a friendship
- Remember to appear interested, smile if appropriate, make eye contact, and look confident
- LISTEN... if the interviewer discusses aspects of the program, their role, or other topics develop a rapport by showing interest and asking follow up questions

Off limit questions

- NRMP has mandated that programs not ask an applicant
 - *to disclose the names, specialties, geographic location, or other identifying information about programs to which the applicant has or may apply.*
 - *about age, gender, race, religion, sexual orientation, and family status, and shall ensure that communication with applicants remains focused on the applicant's goodness of fit within their programs.*
 - *shall not require them or imply that second interviews or visits are used in determining applicant placement on a rank order list.*

INTERVIEW LOGISTICS



Interview Scheduling

- Generally take place November through January, with some starting in October and others occurring in February.
- You can be contacted via any method!
- Respond immediately to interview offers
- If possible, schedule interviews for programs you are most excited about in the middle of your interview calendar
- Sometimes interview dates will conflict with one another
- As you accept early interviews, know that you can always cancel later if you are offered more than you can reasonably attend, or receive invitations to programs for which you have a greater interest
- Some competitive specialties may only offer one interview date, as they only allow for 2-4 interview days per season

Interview Scheduling

- Respond promptly to any required pre-interview or supplemental application components, as required by specific programs
- Research programs and salient characteristics
 - Programs may send you digital program materials
 - Review program websites
- Live or Asynchronous
 - Live: uses real-time video conferencing to connect you with an interviewer
 - Asynchronous: record your responses via webcam, to be shared with reviewers at a later time
- Video platform being used
- Number of interviewers
- Interview length

Before the interview

- Be prepared to ask questions. Avoid questions answered on program websites
- Prepare your interview location and test technology well before your interviews. Make sure:
 - *You have a reliable and stable internet connection*
 - *Your computer or tablet has a good quality webcam and microphone*
 - *If possible, use a computer or tablet instead of a mobile phone*
 - *Your interview environment is private, well-lit, quiet, free from distractions, and is located where you can control the background noise (no public spaces)*
 - *Identify a backup plan if technology fails*

Day of Interview

- Be well-rested and focused
- Present yourself well – conservative attire is a safe bet (dark solid colors suits, blazers)
- Test your technology prior to logging into the interview
 - Shut down other computer programs so that no alerts or notifications will disrupt you
 - Camera, microphone, and internet connection are working properly
 - Your device is fully charged, ideally plugged into a socket
- Have relevant interviews materials in front of you for easy reference
- Arrive to the interview 5 minutes early
- Treat everyone you meet with respect and kindness
- Make notes of your impressions during and after the interview – details will start to blur as you complete more interviews

Present a Great Impression on a Video Interview

- Look into the camera when speaking. This improves the perception of eye contact
- Angle the camera slightly downward
- Avoid watching yourself when speaking – close the self-view window if necessary
- Sit still, lean forward, and keep hands still
- Rely on facial reactions, instead of distracting hand gestures. Use exaggerated face and body animations to better communicate in the virtual environment
- Speak slower than normal. Take your time to provide thoughtful responses

Make Your Environment Look Good

- Have adequate lighting
- Select a neutral background and space that is uncluttered
- Notes should be within easy reach and limit the sound of paper shuffling

After the interview

- NRMP discourages post interview communication, “programs shall not solicit or require post-interview communication from applicants, nor shall program directors engage in post-interview communication that is disingenuous for the purpose of influencing applicants’ ranking preferences.”
- Thank you notes
- Updates to applications
- Second looks
- Letter of Intent

Next Steps

- Review materials in LEO
- Review resources from this presentation
- Read tips from Class of 2020
- Mandatory mock interviews will be conducted beginning mid-late September
 - *Interviewer will be provided with your primary specialty, CV, Draft MSPE with grades/narratives*
 - *Will last approximately 20-25 minutes, with 5-10 minutes for real-time feedback*
 - *Assess: interpersonal skills, appearance, communication skills*

Resources

- [*AAMC Virtual Interviews: Applicant Preparation Guide*](#)

https://www.aamc.org/system/files/2020-05/Virtual_Interview_Tips_for_Applicants_05072020_1.pdf

- [*Six tips for looking great in a zoom meeting*](#)

<https://www.usatoday.com/story/tech/2020/04/11/zoom-meetings-go-better-these-6-tips-look-your-best/5125980002/>

- [*How to look good on Camera*](#)

<https://www.nytimes.com/2020/04/07/style/tom-ford-video-chat-tips.html>

- [*Do and Don'ts of online meetings*](#)

<https://www.nytimes.com/2020/03/25/technology/personaltech/online-video-meetings-etiquette-virus.html>