
The Behavioral-type interview

The behavioral interview was developed for business but is now used with increasing frequency in residency interviews. It takes the core list of competencies that are required to be a good resident and physician and then develops a series of questions that will allow the interviewer to explore your past performance in these areas. In behavioral interviewing you are being asked for examples of how you **have behaved** or **performed** (behavioral), not what you **would** do (hypothetical). These questions are often intended to determine if you are ethical, responsible, honest, capable of solving problems and a team player.

The answer format for behavioral interviews uses the **STAR** approach which highlights your skills, behaviors, and areas in which you've grown/learned:

1. **Situation/Task** – the situation in which you acted. *What was the context? Why?*
2. **Action** – the action you took in the situation. *What did you do (or not do)? How did you do it?*
3. **Results** – what happened as a result of the action you took? *What was the effect of your Action (or inaction)?*

Sample Behavioral Interview Questions:

- Tell me about a time you worked effectively under pressure.
- Tell me about a stressful situation you experienced in medical school and how you handled it.
- Tell me about a time you made a mistake and had to tell a resident or attending.
- Tell me how you would you deal with a resident who wasn't doing his share of the work.
- Tell me about a time that you had a conflict with a team member and how you handled it.
- Tell me about a time when you were disappointed in your performance.
- Tell me about a time you had to build a relationship with someone you didn't like.
- Tell me about a difficult decision you've made in the last year.
- Tell me about a time you when you tried to accomplish something and failed
- Tell me about a time your performance was criticized.
- Tell me about what irritates you about other people and how you deal with it.
- Tell me about a patient you had trouble dealing with.
- Tell me about a time when you were upset with the behavior of a team member or faculty and how you dealt with it.