

RESIDENCY INTERVIEW GUIDE



MOON PREP



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BEFORE THE INTERVIEW

Residency interviews are an opportunity for the interviewing candidate to demonstrate and explain the knowledge, skills, and abilities that have been gained during one's medical education and how that would translate to excelling as a physician in your chosen field. It is also an opportunity to gauge your compatibility with a program and assess whether or not they would be a good fit for you.

Attire

- Attire for a residency program interview is formal business attire.

Male

- Matching suit with jacket in a neutral color such as black, navy, or gray. Tie or bow tie. Dress shoes and socks.
- avoid: hats, khakis, polos, wild patterns, flashy jewelry

Female

- Matching suit with either pants or knee-length skirt in a neutral color such as black, navy, or gray. Tights and comfortable dress shoes as interviews often involve a tour of facilities.
- Avoid - short skirts and dresses, tightly fitting clothing, flashy jewelry, excessive makeup, very high heels

Arrive early:

- Plan to arrive 15-20 minutes early on the day of the interview. Make sure to give yourself plenty of time to account for traffic or delays. You can always sit in your car for a few minutes and read over your answers to the common interview questions.
- If the interview is online (via Skype or similar) make sure you are in a quiet location with a strong internet connection. Be familiar with the Skype (or other) software before the interview day. It is recommended to use a headset instead of the speaker on your computer; your voice will sound sharper.



PREPARING FOR THE INTERVIEW

There are a variety of questions that interviewers may ask that you should be prepared to answer. Below are some examples.

Why Questions:

- Why did you choose to become a physician?
- Why are you interested in pursuing a career in this specialty?
- Why are you interested in our program?
- Why should we choose you?

Specialty Questions:

- What are the positive aspects of this specialty?
- What are the negative aspects of this specialty?
- What are your goals in the specialty?
- What do you think the future of the specialty will look like?
- Tell me about a case that you found interesting.

Tell Me About Yourself Questions:

- What are your strengths?
- What are your weaknesses?
- Address any weaknesses in your CV or academic record (i.e., lack of research, low or failed Step attempts)
- What do you enjoy doing in your free time?
- What is the biggest challenge you faced in medical school?
- What are you most proud of in your life?
- How do you deal with constructive criticism?

Random Questions:

- Tell me a story.
- If you had a superpower, what would it be?
- What is your perfect day?
- If you gave a TedTalk, what would you talk about?



QUESTIONS TO ASK YOUR INTERVIEWER

It is also important that you prepare questions for the interviewer. The purpose of this interview is also to determine if this program is the right fit for you. Do not ask questions that are easily found on the program's website. Below are examples of important questions that can offer more insight into the program.

Education

- Is there a feedback structure that allows the resident to evaluate the program's curriculum? Is attendance at regional and national conferences encouraged? Is it funded, and, if so, to what degree?
- What are the required rotations for the first year? Subsequent years?

Teaching Responsibilities

- What teaching responsibilities for medical students are expected of residents?
- If residents have teaching responsibilities, how much time per week is spent with students?
- Is it "protected"?
- Is there any formal training for residents on how to teach students and other learners effectively, and how to provide feedback?

Employment Benefits

- What are the basic resident benefits?
- Are meals paid for when on call?
- What is your family leave policy?
- Is there reimbursement for moving and educational expenses?

Clinical Duties

- What is the general call schedule?
- Do your residents express that there is an appropriate balance between independence and supervision?
- How does the resident's autonomy change as he/she progresses through the program?



IN-PERSON INTERVIEWS

Applying to residency often means applying to programs across the country. It is of the utmost importance to arrive early on the day of the interview. As such, it is a good idea to arrive at your destination the day before your interview. On the day of your interview, arrive 15 - 20 minutes early. Plan ahead to account for any traffic delays or inclement weather. The moment you arrive at the institution, your interview begins. Be kind and respectful to anyone you may encounter.

ONLINE INTERVIEWS

Prepare your interview space ahead of time. Be sure the space is quiet and a location where you will not be interrupted. Check the lighting of the room and test how it will appear on your computer screen. Check the volume of your speaker and any other equipment. Check your WiFi connection and make sure it is fully functional. Open the link early the day of the interview to be sure you are able to connect.

DURING THE INTERVIEW

When giving a response to a question, be sure to speak clearly and confidently. Maintain eye contact with the interviewer and good posture. It is not only your responses that are being evaluated but also nonverbal communication. Do not panic if you cannot think of an answer immediately. Take a moment and formulate your response. You can also ask the interviewer to rephrase the questions.

AFTER THE INTERVIEW

Now that you have completed the interview, the very next thing you need to do is send a thank you note. The thank-you email should absolutely be sent within 24 hours of completing your interview. Be sure to be specific and mention details and topics discussed during the interview. Always check for spelling and grammar before sending the email.

