

## **Do's and Don'ts of Residency Interviewing: Advanced Skills for Residency Applicants**

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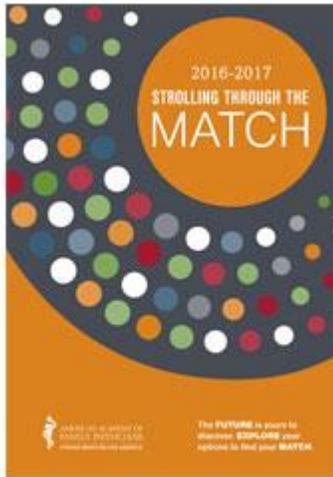
### **Learning Objectives for this Session:**

- **Know what the business and medical literature says about the most important interview-related knowledge, skills, and attitudes.**
- **Know about useful resources for your interview preparation.**
- **Know the “Do’s and Don’ts” specific to Family Medicine Residency Interviewing and utilize them.**
- **Be especially prepared for the most difficult questions you may be asked at your FM residency interviews.**
- **Know the most helpful questions to ask interviewers.**
- **Gain some practice in some of these advanced interview skills.**
- **Increase confidence by learning what to expect and how to adequately prepare.**
- **Know how to improve performance during FM residency interview process including pre /post interview.**

*This will be an interactive session focusing on the more difficult interview questions, with active demonstration of skills.*

### **Some Great Sources for Interview Preparation:**

- 1) **“Strolling Through the Match 2016-2017”** (focus on Section 5 on Interviewing- pp 52-63)  
[http://www.aafp.org/dam/AAFP/documents/medical\\_education\\_residency/the\\_match/strolling-match2016.pdf](http://www.aafp.org/dam/AAFP/documents/medical_education_residency/the_match/strolling-match2016.pdf) Available free and on-line, where to start.



AAFP's Strolling Through The Match 2016-2017

2) **The Residency Program's Website-** AAFP Residency Directory <http://www.aafp.org/medical-school-residency/residency/find-programs.html> (This lists programs by location and other characteristics. Simply google if you are looking for a specific program.)

3) Successful interviewing: Behavioral-based interview questions  
<http://www.youtube.com/watch?v=03vt7e9kFG8>

5) 25 Most Common Job Interview Questions and How To Answer Them (for business but still helpful) <http://www.youtube.com/watch?v=Aw1ekqxULTs>

6) "How To Answer The 64 Toughest Interview Questions" (Business- related but still useful)  
<http://soulsearch.files.wordpress.com/2007/05/64interviewquestions1.pdf>

7) Top 10 Residency Interviewing Tips <http://www.aafp.org/medical-school-residency/residency/res-interview-tips.html>

**Mutual Overall Goals of Interviewing:**

**Your Goals**

**Residency's Goals**

Can They Do the Job?

Can They Do the Job?

Is This a Good Fit?

Is This a Good Fit?

Would I Be Happy Here?    Would They Be Happy Here?

### **Some Common “Interview Bloopers”**

- 1) Presentation- dress, poor handshake, chewing gum etc.
- 2) Talking too much
- 3) Talking too little
- 4) Talking negatively about anyone, other places
- 5) Showing up late or leaving early
- 6) Treating the residency staff rudely
- 7) Not preparing for the interview
- 8) Asking about salary, benefits, vacation time
- 9) Failure to match communication styles
- 10) Arrogance, Disinterest, Fatigue, Lack of Sincerity
- 11) Over-Informality- (“bad” words, be careful about humor)

### **Some Questions to Prepare For Before the Interview (Answers Will Be Discussed at Seminar)**

- 1) Tell me about yourself.
- 2) What are your greatest strengths?
- 3) What are your greatest weaknesses?
- 4) What would you bring to the program?/ Why should we rank you highly?
- 5) Where do you see yourself in 5 years?
- 6) Describe your ideal residency.
- 7) Why are you applying to our residency?
- 8) Did you like your medical school?
- 9) What do you like doing outside of work? (favorite recent books, movies, activities, etc)
- 10) Tell me a situation in which your work was criticized.

- 11) Looking back, what would you do differently in your life?
- 12) Can you describe a situation in which you worked under pressure?
- 13) Why did you choose family medicine?
- 14) Are you applying to any other specialties?
- 15) What makes you angry?
- 16) Who has inspired you and why?
- 17) Can you recall a time you had to deal with adversity?/ Toughest challenge faced?
- 18) Are you really willing to relocate away from family/where you grew up/went to school?
- 19) What would you say to your senior resident if she's for a treatment plan, but you don't agree?
- 20) What do you anticipate will be the most difficult part of being a physician?
- 21) Hypothetical problem- what would you do...? (process, not solving problem)
- 22) Behavioral problem – ex: tell me about a time when you had a conflict with a resident/attending/patient/nurse.... and what you did about it....
- 22) What are your goals for residency?
- 23) Have you heard anything negative about our residency?
- 24) Looking back on medical school, have you done your best work?
- 25) What do you think about “Obamacare”? (or other political/ social issue)
- 26) Are you successful/ How do you define success?
- 27) What's harder for you to say-
  - a) I don't know
  - b) I can't do that
  - c) I won't do that

**Prohibited Questions- what are they and how to handle** (will be discussed)

- Federal law prohibits making employment decisions on basis of race, color, sex, age, religion, national origin, or disability- questions related to these are illegal.

- This applies to discrimination on the basis of pregnancy and child-rearing plans.
- You do not have to answer questions related to marital status, number of children, or plans to have children.
- Federal law: at least 12 wks maternity/paternity leave, some states are more.
- Ask about how the program handles parental leaves- *why asking a resident is better.*

**The Most Helpful Questions To Gain Insight into The Residency Program are....** (will be discussed)

- Open-ended
- Things that you can't get on the website
- Able to address their motivations and the residency culture: Values, Priorities, What is most important to them.
- Able to find out the "unwritten curriculum" as well as the written one.

**Possible Questions for the Program Director**

- Why did you choose to lead this program?
- What do you see as the program's strengths?
- What are the program's areas where you are working on improvement?
- What is your 5 year vision of the program?
- What challenges does the program face?
- Finances/ institutional support?
- What are you looking for in a resident?
- PCMH Development? Areas of Concentration?
- Any plans in my area of special interest?
- (Discuss any major issues/ red flags in your application-ending it with a positive statement)

### **Possible Questions for Faculty Members**

- Why did you choose to teach here?
- Graduates: where located, types of practices, feedback from them
- How and how often is feedback provided to residents?
- How would you describe the patient population?
- What community service programs does residency participate in?
- Areas of particular interest- yours and theirs

### **Possible Questions for Residents**

- Why did you decide to come here?
- What does a typical work week look like?
- What are the program's areas of strength?
- What are the program's areas where improvements could be made?
- What is call like? What kind of support is there?
- How is your interaction with specialists?
- How do you view the presence of the other residencies in hospital? (Or- what do you think about being the only residency in the hospital?) (positives and negatives)
- What are your plans after graduation?
- What do residents do outside of work for fun?
- Where do you feel most of your learning is coming from?
- How is parental leave actually looked upon by residency administration?

### **Pitfalls to Avoid- preparation is the key**

If you are an Introvert

If you are an Extrovert

**Some Finer Points to Consider Pre/Post/During Interview** will be discussed (i.e. How to handle a course or Boards Failure /low score, etc, best ways for follow-up communication, what if I'm an IMG, etc)

## **Q & A**

There will be time for Q &A to address your specific questions/concerns.

Please Evaluate Session: Go to [www.aafp.org/nc/evals](http://www.aafp.org/nc/evals)

Any follow-up questions, just send an email to [wbarr@glfhc.org](mailto:wbarr@glfhc.org)

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