

Poll Question- The Most Important Factor When Residencies Rank Applicants is...

- a) Board scores
- b) GPA and Clerkship Grades
- c) Letters of Reference
- d) The Interview
- e) The medical school you attended

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Most Important Factors when Ranking Applicants

(NRMP Survey of Program Directors)

- Residency interview 4.7
- Interactions with residents during interview day 4.6
- Feedback from current residents 4.5
- Evidence of professionalism & ethics 4.5
- Perceived commitment to the specialty 4.2
- Letters of reference 4.2
- Grades in clerkship in desired specialty 4.2

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Learning Objectives For Today

- Know the "Do's and Don'ts" of Family Medicine Residency Interviewing and utilize them.
- Know about useful resources for your interview preparation.
- Be prepared for the most difficult questions you may be asked at your FM residency interviews.
- Know the most helpful questions for you 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 pre /post interview do's and don'ts.

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The Main Points

- Be prepared
- Be yourself
- Remember that the interview is a two way street
- Don't do stupid stuff
- Remember that "the interview" is the sum of all personal interactions with the program

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Great Sources for Interview Preparation

- 1) "Strolling Through the Match 2017-2018"
(Section 5- pp 49-62)
- 2) "How To Answer The 64 Toughest Interview Questions"
<http://soulsearch.files.wordpress.com/2007/05/64interviewquestions1.pdf>
- 3) The Residency Program's Website- AAFP Residency Directory, Google



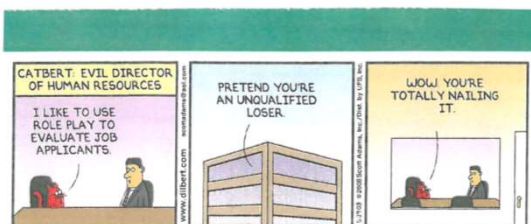
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Strolling Through the Match- Section 5 on the Interview Process

- Interviewing Tips (Goals, Scheduling, Research, Attitude, Fine Points including Pre and Post Interview Etiquette)
- Elements of the Interview (Structure, Prohibited Questions, Discussion of Parental Leave, Pregnancy, and Child-Rearing Plans)
- Questions to Consider Asking
- Follow-up
- Evaluation Check-lists
- PCMH Questions to Ask Residency Programs
- Global Health Experience Questions

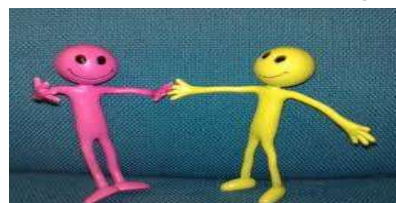
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Let's Help Nail Your Residency Interview!



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It's Time for A Role Play!



"Tell Me about Yourself."

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Poll Question- You are asked, "Tell me about yourself."

You respond by:

- a) Reviewing the details of your birth, childhood, adolescence, college years and med school years.
- b) Asking "What specifically do you want to know?"
- c) Providing an excellent verbal summary of your CV.
- d) Describing the context of your life and its relationship to choosing FM, goals, and interest in this residency.
- e) Mentioning your regrets and any failures you've had to show you are honest and forthright.

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"Tell Me About Yourself"

- Don't talk about your pets, hobbies, etc.
- Know the resident profile of what this particular residency most values- experiences, skill set and personality- and then discuss how you fit- in 30-60 seconds.
- Practice with a SO/ friend or calling your cell phone voice mail and listen to it.
- Non-verbal communication skills- Eye contact, enthusiasm, confidence, etc.

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Mutual Goals of Interviewing

Your Goals

Can They Do the Job?
Is This a Good Fit?
Would I Be Happy Here?

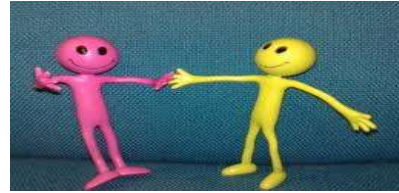
Residency's Goals

Can They Do the Job?
Is This a Good Fit?
Would They Be Happy Here?

"Fit": Both are looking for Bio-psycho-social-spiritual compatibility

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It's Time for A Role Play!



What are your greatest strengths?

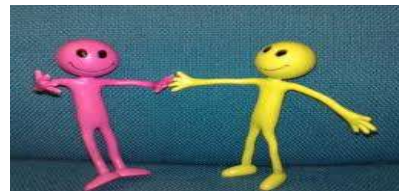
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Poll Question- "What are your greatest strengths?" You answer:

- "Board scores."
- "Clerkship grades." (or in Boston: "I'm wicked smaht")
- By describing your personal qualities and skills relative to residency.
- "I don't think I'm better than others so- Nothing really."
- "I'm a really good musician." (marathoner, dancer, etc)

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It's Time for A Role Play!



"What are your greatest weaknesses?"

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Poll Question- "What are your greatest weaknesses?"

- "Chocolate- lol"
- "I can't think of anything at the moment."
- "My work-life balance isn't what I want it to be."
- "I'm sometimes too sensitive and take things to heart too much."
- "I'm still not great at my office efficiency and procedures."

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Questions to Prepare For Before the Interview- Questions About You

- Tell me about yourself.
- What are your greatest strengths?
- What are your greatest weaknesses?
- What do you see yourself doing in 5 (10, 20) years?
- What do you like doing outside of work? (favorite recent books, movies, activities, etc)
- Who has inspired you and why?
- How do you define success?
- What do you think about "Obamacare"? (or other political/ social issue)

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Questions to Prepare For: Questions About FM /being a Resident Here

- Why family medicine?
- Why are you applying to our residency?
- What would you bring to the program?/ Why should we rank you highly?
- Describe your ideal residency/ What are you looking for in a residency?
- Are you applying to any other specialties?
- Are you really willing to relocate?
- What are your training goals for residency?
- What have you heard about our residency?

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Behavioral/Situational Questions



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Questions to Prepare For- Behavioral/Situational Questions

- Did you like your medical school?
- Can you describe a situation in which you... (failed at something/ worked under pressure/ was criticized/ had a conflict/ went the extra mile for a patient/ dealt with a "difficult" patient...)?
- What makes you angry?
- Can you recall a time you had to deal with adversity?/ Toughest challenge faced?
- What would you say to your senior resident if she's for a treatment plan, but you don't agree?
- What do you anticipate will be the most difficult part of being a physician?

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Questions to Prepare For- Behavioral/Situational Questions

- Hypothetical problem- what would you do...? (interviewer want to hear the *process*, not solving the problem)
- Looking back on medical school, have you done your best work?
- What's the hardest thing for you to say- I don't know, I can't do that, I won't do that, or I need your help with this?

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It's Time for A Role Play!



"Tell me about a time you had a conflict."

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Situation /Behavioral-based Interview Questions "Tell me a time when you had to deal with a..."

1. Don't be general- asking for a **specific** event
2. Think ahead about these- you want to be ready with a success story.... and **you are the star** of the story!
3. "STAR"
 - Situation
 - Task
 - Action
 - Result

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Prohibited Questions

- 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.
- The NRMP ("the Match") prohibits programs from asking about identifying information for other programs you are applying to this includes:
 - Names of programs
 - Specialties
 - Geographic Locations

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Prohibited Questions (cont.)

- You do not have to answer questions related to marital status, number of children, or plans to have children.
- Federal Family Medical Leave Act (FMLA)
 - Provides up to 12 wks unpaid leave (maternity/paternity/adoption/family or personal illness)
 - Individual states may have their own paid or unpaid parental leave laws

Note:

- Ask about how the program handles parental leaves- asking a **resident** is best.

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Residency Interviewing is a 2 way street



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The Most Helpful Questions To Ask To Gain Insight into Them are....

- 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.

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What questions are best asked to the Program Director?



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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?

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Questions for the Program Director

- 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)

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What Questions are best asked to a Faculty member?



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Questions for Faculty

- 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

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What questions are best asked to a Resident/ the Residents?



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Questions for Residents

- Why did you decide to come here?
- What does a typical work week look like?
- 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?)

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Questions for Residents

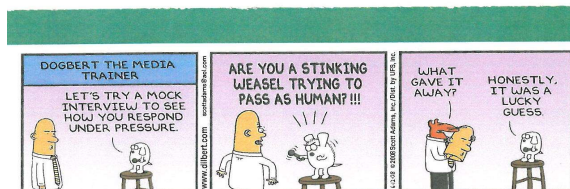
- What are your plans after graduation?
- What do residents do outside of work for fun?
- Where do you feel most of your learning is coming from?
- What are the program's areas of strength?
- What are the program's areas where improvements could be made?

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Practice Before Your First Interview!

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Practice Before Your First Interview



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Interview Bloopers

- 1) Presentation-poor handshake, dress, 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) Not silencing cell phone
- 11) Arrogance, Disinterest, Fatigue, Lack of Sincerity
- 12) Over-informality- ("bad" words, be careful about humor)

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4 Classic Mistakes in Interviewing

- 1) **Being Unprepared** and letting it show in a question or an answer.
 - *Content* (How many residents do you have?)
 - *Extroverts*-> ramble; need to listen more
 - *Introverts*-> very awkward silences; need to talk more
 - "No, I don't have any questions."
- 2) **Negativity** re: anyone, including you / Lack of enthusiasm

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4 Classic Mistakes in Interviewing (cont.)

- 3) **Not mirroring** the communication style of interviewer (Talk too much/ Talk too little, Formal/Informal)
- 4) **Selling Yourself Short**- The Goal is to Project "Self- Confident Humility"

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Pre-Interview Tips

- **Scheduling & Follow-up**
Call to cancel interview appointments NLT 48 hrs ahead
Don't reschedule multiple times!!!!
Understand the process of scheduling the interview – is part of the interview!
Try to make it to the dinner with resident(s) if offered.
- **Significant others**
- **Be Prepared-** Residency Website, review common questions
- **Be Rested/ Positive Attitude**
- **Be Early- Traffic Happens. Weather Happens.**
Getting Lost/ Not Quickly Finding the Office (even when in the right building) Happens.

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Pre-Interview Tips (cont.)

- **Reread your Personal Statement** before the interview and be prepared to expound on it.
- **Read online bios of interviewers** (if available to you beforehand and on residency website)
- **Remember that the interview is *every* interaction you have with *anyone* in the program.**
Don't kick the resident host's cat off the couch.
Don't have >1 alcoholic beverage during dinner.
Don't ask to be examined for a personal medical issue during your interview.

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myjobhelper.com

What to Wear to Your Job Interview

Interview Attire for Men:

- Clean, pressed, ironed or freshly laundered shirt
- Two-piece suit
- In closed and pressed
- In conservative colors like navy and dark grey
- Long-sleeved shirt, even in summer
- No tie or suspenders with shirt
- Empty pockets to eliminate bulges
- Conservative tie
- Both matching color of shoes
- Leather shoes, black or cordovan
- No sneakers
- Clean, trimmed fingernails

Tips

- Lay out your interview outfit the evening before and check for stains, tears or missing buttons.
- Make sure your interview outfit is clean and well-pressed.
- Keep the laundry package. Avoid busy patterns, prints, and patterns.
- Make sure the color scheme is carefully matched (color of shirt, tie, and shoes).
- If possible, cover your tattoos.
- Wear socks that fit.
- Do not wear flashy jewelry or watches.

Interview Attire for Women:

- Two-piece, matched suit
- Suit should cover thighs when seated
- Navy, black, grey or dark brown
- Tailored blouse, shell or knit top
- Do not show cleavage
- Avoid pants or skirt
- No jewelry or perfume
- Carry only one bag or tote
- Avoid perfume
- Avoid heavy makeup
- Clean, trimmed fingernails

You only get one chance to make a good first impression with a potential employer. The clothes you wear are the first part of that first impression, so dress to impress. A business suit says you mean business, even though it may make you feel uncomfortable and uncomfortable. It shows that you care about making a good first impression. Thousands of people are eliminated as job candidates every week simply because they were not dressed appropriately for the interview. So it's important to dress appropriately.

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Post-interview Tips

- **Follow-up thank you via email or hand-written card.**
 - Personalize the message, build on the conversation you had in the interview.
 - Don't send identical messages to multiple people at the same residency- they are often batched when organizing your file.
- Know what the residency's culture is on second look visits.
- **Social media- review your footprint, no comments about your interviews.**

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Learning Objectives Recap- What We Covered

- "Do's and Don'ts" of Family Medicine Residency Interviewing.
- Useful resources for your interview preparation.
- The most difficult questions you may be asked at your FM residency interviews.
- The most helpful questions for you to ask interviewers.
- Gained some practice in some of these interview skills.
- Increased your confidence by knowing what to expect and how to adequately prepare.
- Pre /post interview do's and don'ts.

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The Main Points - Again

- Be prepared
- Be yourself
- Remember that the interview is a two way street
- Don't do stupid stuff
- Remember that "the interview" is the sum of all personal interactions with the program

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Thanks / After this Session

Any follow-up questions, just send an email to:
wbarr@glfhc.org

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Wrap-up Q & A



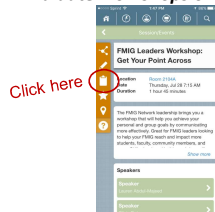
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Q&A

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Family Medicine Residents
in Medical Schools

Let your voice be heard!

Evaluate workshops on the NC app



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