

## Guide to a Successful Residency Interview

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## Program's Perspective

- Is the applicant qualified?
- What kind of person is the applicant?
- Will the applicant fit in with the rest of the department?
- Will the applicant be an asset to our program?

*They are looking for the best fit for the position*




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## Types of Interviews

- One-on-one interview
- Panel interview
- Group interview
- Behavioral interview
- Lunch/Dinner interview
- Phone interview




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## Preparation

- Research the program
  - structure, goals, preceptors, publications
- Know yourself
- Inform your references
- Wear professional attire
- Project positive body language
- Practice interview techniques and etiquette




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## Questions to Expect

- Personal
  - Tell me about yourself
  - Why do you want to do a residency?
  - What do you hope to accomplish during this residency?
  - List one of your greatest accomplishments
  - Describe a strength/weakness
  - Where do you see yourself in 5 years? 10 years?




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## Questions to Expect

- Clinical
  - How would you handle a specific clinical situation?
  - Questions related to the interview presentation
- Behavioral (STAR method)
  - Tell me about a time when you performed well under pressure
  - Give an example of how you handled adversity
  - Describe a situation when you demonstrated leadership




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## How to Answer Questions

- Know your strengths and provide specific examples
- Match your strengths to the qualifications of the position
- Show what you've done to overcome your weaknesses
- Be honest and be prepared




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## Ask Questions of the Program

- Shows you have interest
- Shows you have researched the program
- Helps evaluate if the position is right for you
- Tailor questions to your interviewer
- Get contact information from interviewers




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## Example Questions to Ask

- What clinical services does the department plan to initiate?
- What is a typical day for a resident?
- How extensive is the staffing component?
- What projects are your residents working on?
- What teaching opportunities are available?
- What are the career paths of your most recent graduates?




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## Follow Up Letter

- Express your appreciation
- Reiterate your interest and why you would be good for the position
- Include strengths/skills that did not get conveyed during the interview
- Be concise
- Include your contact information
- Send within 24-48 hours of interview




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## Interview Summary

- Do your research
- Know what you are looking for in a residency program
- Practice questions with specific examples
- Be familiar with proper etiquette
- Ask questions
- Be confident and interested!




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