Residency Interviewing

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Objectives

- Understand goals of interviewing
- Appreciate the different perspectives
  - Departmental
  - Applicant
- How to prepare
- Avoiding Pitfalls
Why an interview?
Applicant Perspective

- For the applicant to get a “feel” for the program
  - Meet the faculty who will teach and mentor you
  - Meet the residents who will be your peers
  - Find out about the “milieu”

- So the applicant can make an impression on the program (this is important!)
Why an Interview?
Program Perspective

- Program
  - To showcase their program!
  - Assess the “fit” of the applicant
  - Weed out applicants who are a poor fit
  - Find out if you are someone they want to work with
Remember!

- Everyone can put their best foot forward for 6-8 hours
- Any deviation from this is a big warning
  - Examples
    - Acting bored/disinterested during interview
    - Falling asleep
    - Overfamiliarity
    - Inappropriate dress
    - Twerking
Preinterview

- Respond promptly to offers, emails, questions
- Carefully consider how many interviews, time off, etc.
- Be courteous. Anesthesia is a small community!
- Application should be pristine!
Preinterview

- It’s your job to make sure your application is complete
- Inquiries regarding status: a few, timed carefully
- Who’s answering the phone?
  - Don’t’ flunk the secretary test!
Preinterview

- Confirm arrival time and location
- Confirm departure estimates
- Do you homework
  - Study the Department ahead of time
    - What sets them apart
    - Strengths
  - Have lists of questions/notes
  - Be able to answer “Why us?”
    - Don’t say, “I heard it was good”
Dinner/Social Time with Residents

- Important part of most interviews
- Honest source of information
- You’re making an impression
  - Don’t order the mega meal
  - Don’t drink too much
  - Think about the content of your questions
- This is the time to discuss lifestyle questions, work hours, impressions, etc.
- Not official but if the residents don’t like you, the Program Director will hear about it!
Interview Day

- Show up ON TIME!
- Dress professionally
- Be respectful of everyone
- Shake hands like you mean it! You never get a second chance….
Why Anesthesia?

- You will actually be asked this question!
- Have an answer
- As you do, be honest but think about who you’re talking to and how many times they have heard the same thing!
Why (Duke)?

- This one’s important
- Think about why you are there.
- What did your research tell you?
- Programs are proud! Let them know that you know why.
- Programs want to know that you are there not just because someone told them to check it out or that it’s the only place you got an interview.
Other Common Questions

- What are you looking for in a training program?
- What are you goals in ____ years?
- What sort of career are you planning?
- What are your…
  - Strengths?
  - Weaknesses?
Behavioral Descriptive Interviewing

- More thought provoking questions
- Most common response:
  - “No one’s ever asked me that before.”
- Examples
  - Give me an example…
  - Pros and cons of a career in anesthesia…
  - Hardest thing in medical school…
Your Questions

- Have a list
- Consider who you’re actually talking with
- Sort questions accordingly
- If you run out, you can repeat questions you asked other people.
- Stock questions get old for interviewers
  - “What changes do you anticipate…”
- “No questions” is REALLY BAD!!!
The place you know the best

- Comparing Duke to other places is difficult.
- Comparing a one month rotation to a one day interview is also difficult!
- But use your perspective about what Duke offers as a basis for your thoughts and questions (maybe not out loud though)
Post Interview

- Thank you letters
  - Who to send to
  - What to say

- Follow up questions

- NRMP rules

- Impact of no contact
  - Not favorable
Common Courtesies

- Respond promptly
- Be polite/respectful
- Provide all requested material
- If you have to cancel/be late: CALL (Facebook post won’t cut it here)
- Don’t be a no-show
- Remember who’s interviewing you (and how many others have sat in your chair).