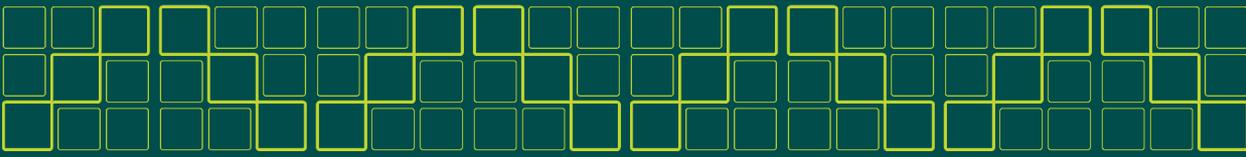
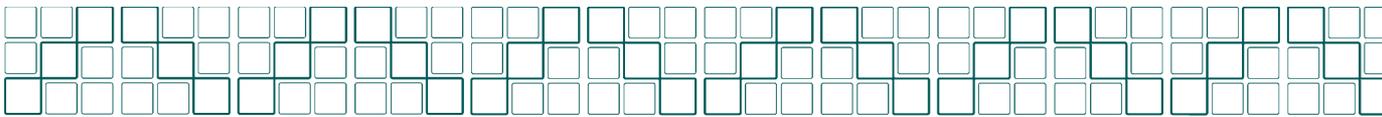

Interviewing: Preparation and Performance

William J. Higgins



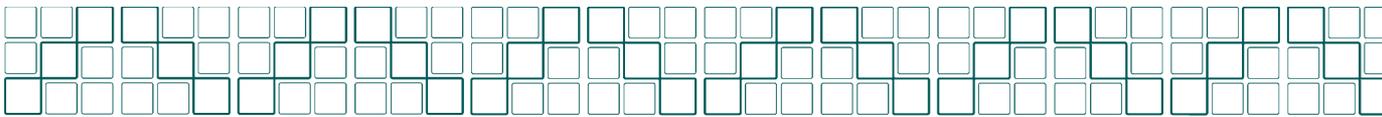
NATIONAL INSTITUTES OF HEALTH



The slides from this and many other presentations may be found at:

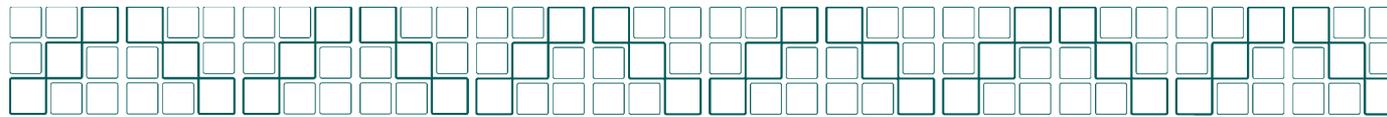
www.training.nih.gov

Under *EVENTS* & then *Prior Events* Links



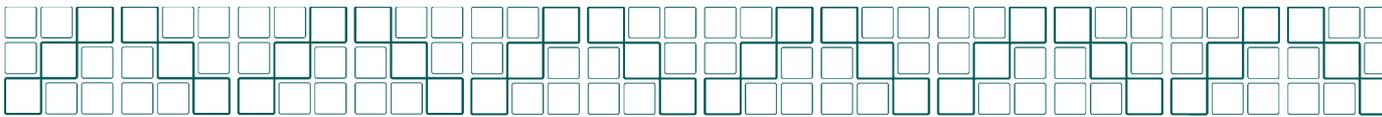
“There are two types of people in this world.” *William J. Higgins*

Which type are you?



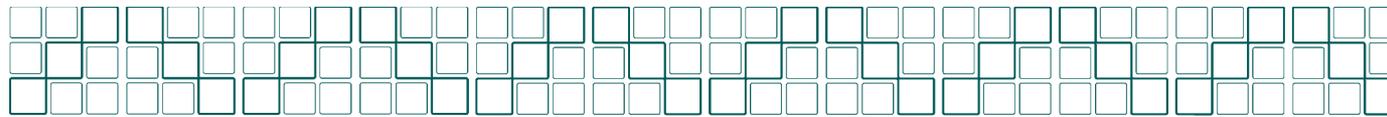
Four components of a great interview:

- Preparation
- Confidence
- Conversation
- Enthusiasm



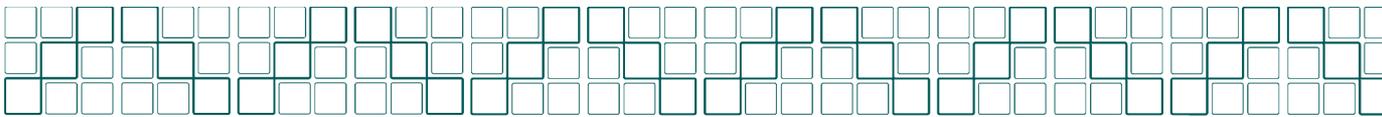
The Interview

What are your objectives?



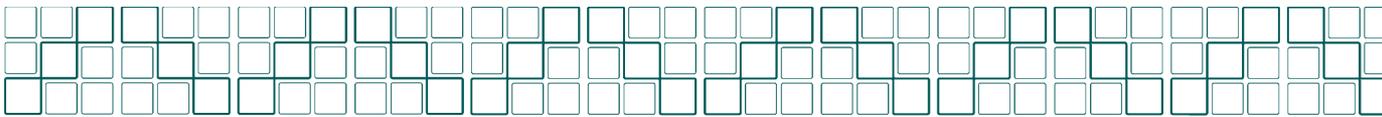
Objectives

- **Make a positive first impression**
 - You actually have a personality
- You are knowledgeable about the program & profession
- You are a good fit & will contribute
- You are excited by the opportunity
 - You want to enroll there!
- You have confidence
- You have prepared yourself for the program
 - You have the required skill set
- Add something not covered previously

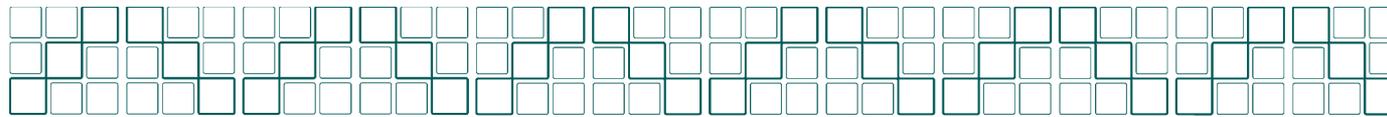


The Interview

What are the interviewer's objectives?

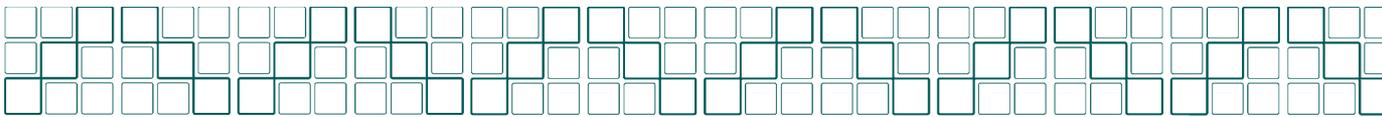


Preparing, a **familiar** systematic approach



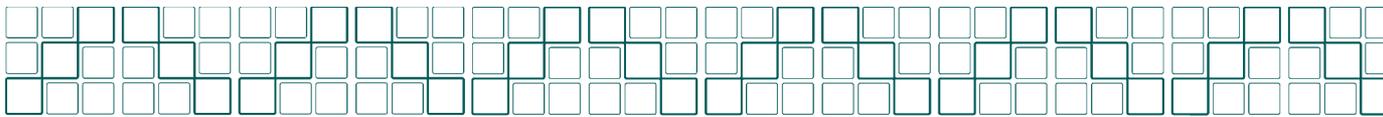
Preparing for the interview:

Doing your homework!



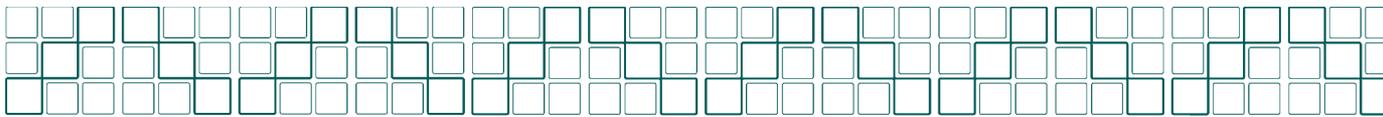
Preparing:

Program Web Site MSAR



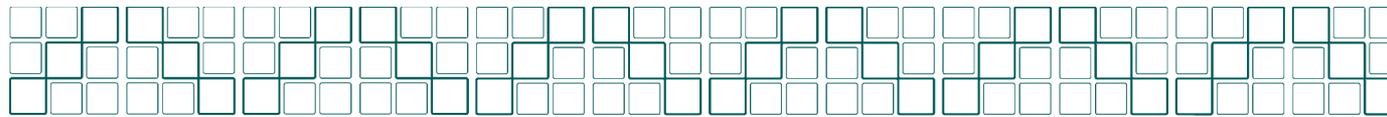
<http://medschool.umaryland.edu/about.asp>

The screenshot shows the 'About Us' page of the University of Maryland School of Medicine. At the top, there is a navigation bar with links for MYUMB, DIRECTORY, CAMPUS MAPS, SITE MAP, and OUTLOOK EMAIL. Below this is a search bar and social media icons for YouTube, Facebook, and Twitter. The main navigation menu includes ABOUT US, PROSPECTIVE STUDENTS, STUDENT LIFE, FACULTY, RESEARCH, PATIENT CARE, ALUMNI & GIVING, and MAKE A GIFT. A left sidebar contains a list of menu items: Departments, Programs, Research Centers, Institutes, Graduate Programs, and Offices of the Dean. The main content area features a large banner image of a modern building with the text 'ABOUT US' overlaid. Below the banner is a section titled 'About Us' with a paragraph of text: 'Established in 1807, The School of Medicine is the first public and the fifth oldest medical school in the United States, and the first to institute a residency training program. The School of Medicine was the founding school of the University of Maryland and today is an integral part of the 11-campus University System of Maryland. On the University of Maryland's Baltimore campus, the School of Medicine serves as the anchor for a large academic health center which aims to provide the best medical education, conduct the most innovative biomedical research and provide the best patient care and community service to Maryland and beyond. While its tradition of excellence remains constant, the School of Medicine and its reputation for academic achievement continue to grow.' Below this text is a sub-section titled 'WORLD-CLASS EDUCATION, RESEARCH AND PATIENT CARE' with a paragraph: 'The School of Medicine has more than 2,800 faculty members (full-time, part-time and adjunct); 3,200 administrative, research and clinical staff; and maintains a current enrollment of just over 1,300 medical, graduate and allied health students.' To the right of this text is an image of a classical building with columns, identified as Davidge Hall. A caption below the image reads: 'A national historic landmark, Davidge Hall is the oldest medical facility in the country continuously used for medical education.'



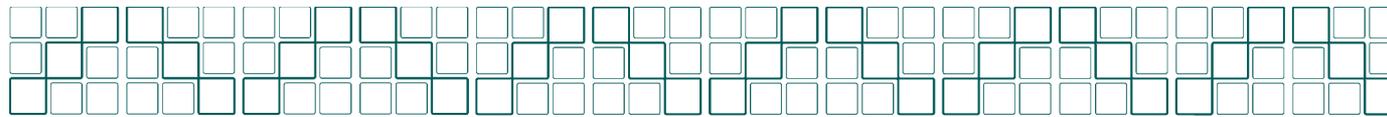
<http://medschool.umaryland.edu/mission.asp>

The screenshot shows the website for the University of Maryland School of Medicine. At the top left is the university's logo. To the right is a navigation bar with links for MYUMB, DIRECTORY, CAMPUS MAPS, SITE MAP, and OUTLOOK EMAIL. Below this is a search bar and social media icons for Facebook, Twitter, and YouTube. A 'UM shuttle' icon is also present. A main navigation bar contains links for ABOUT US, PROSPECTIVE STUDENTS, STUDENT LIFE, FACULTY, RESEARCH, PATIENT CARE, ALUMNI & GIVING, and MAKE A GIFT. On the left side, there is a vertical menu with links to Departments, Programs, Research Centers, Institutes, Graduate Programs, and Offices of the Dean. The main content area features a large image of a building with the text 'ABOUT US' overlaid. Below the image is a breadcrumb trail: Home > About Us : Our Mission Vision and Values. The page title is 'Our Mission Vision and Values'. The 'MISSION' section states: 'The University of Maryland School of Medicine is dedicated to providing excellence in biomedical education, basic and clinical research, quality patient care and service to improve the health of the citizens of Maryland and beyond.' The 'VISION & VALUES' section states: 'The School is committed to the education and training of MD, MD/PhD, graduate, physical therapy & rehabilitation science, and medical research technology students. We will recruit and develop faculty to serve as exemplary role models for our students.'



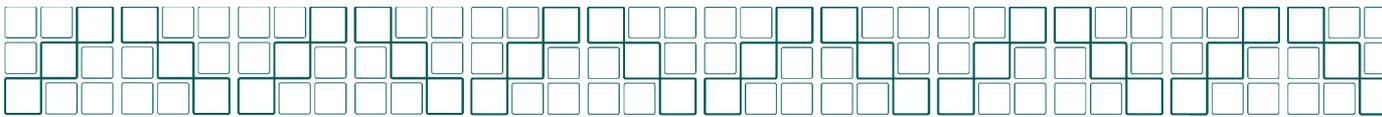
Preparing:

Contact people you know



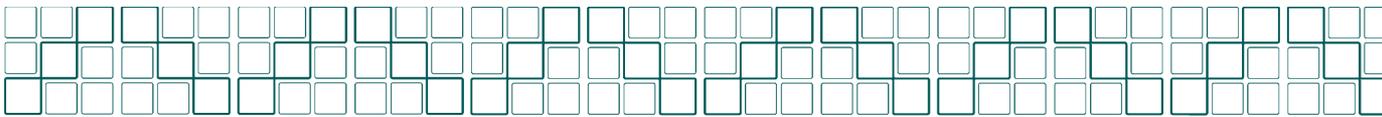
Preparing:

Who and what to remember



Preparing:

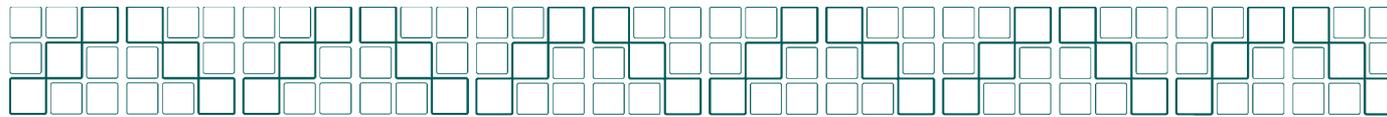
Prepare a list of positive things
about the program



Preparing:

Two lists of your questions:

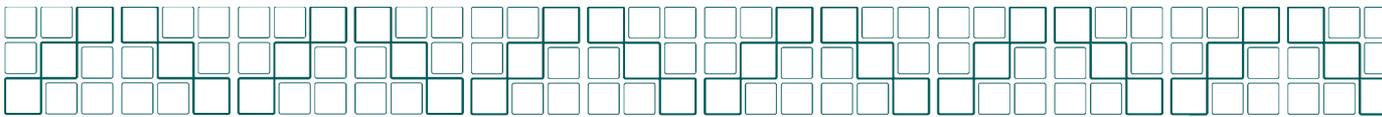
- Programmatic
- Personal



Preparing:

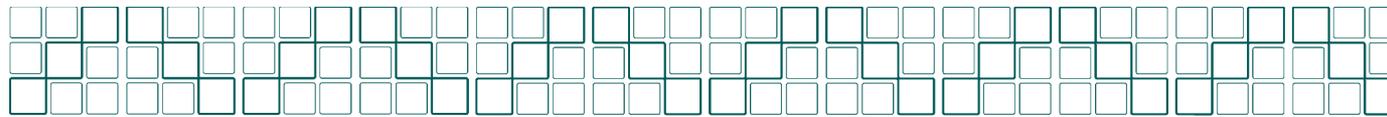
Emphasize your interest in the school with specifics!

Read the school's Mission Statement!



Preparing:

“Tell me about yourself.”

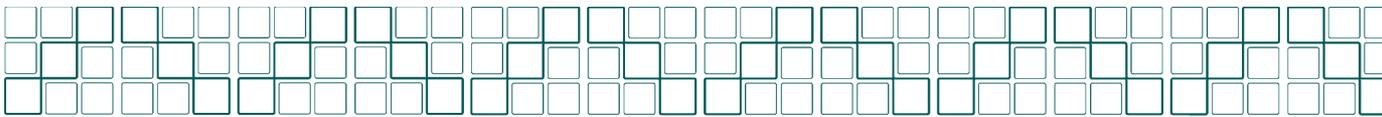


Preparing

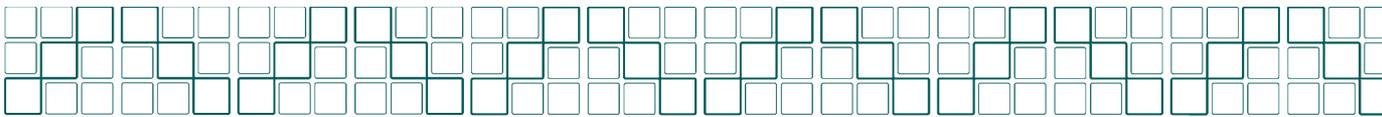
“Tell me about yourself.”

Your strengths

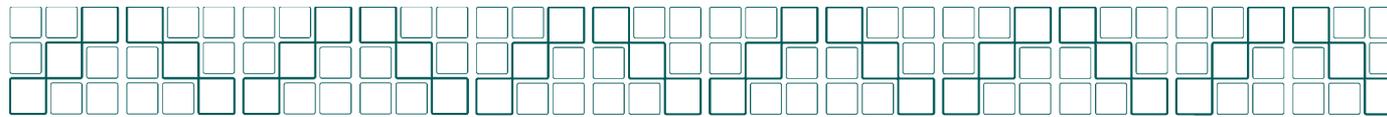
Your 60 second research elevator
speech



Why medicine?



Why do physicians choose this profession and lifestyle?

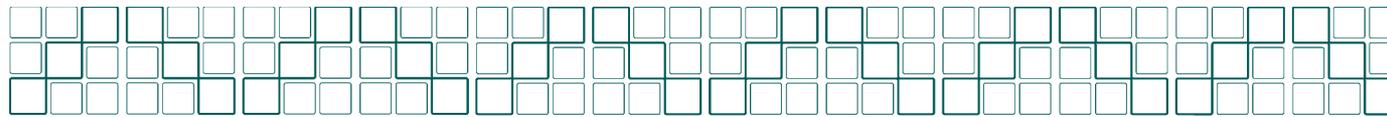


Preparing:

Are you ready to address a ‘weakness’ ?

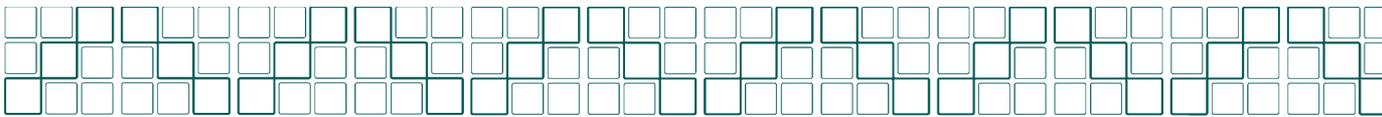
How about discussing your strengths?

Be specific with examples!



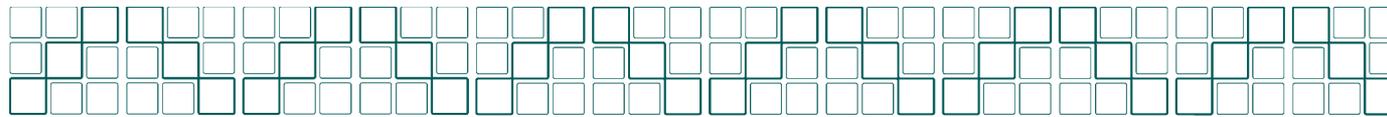
Preparing:

The 30 - 60 second elevator speech
about your research!



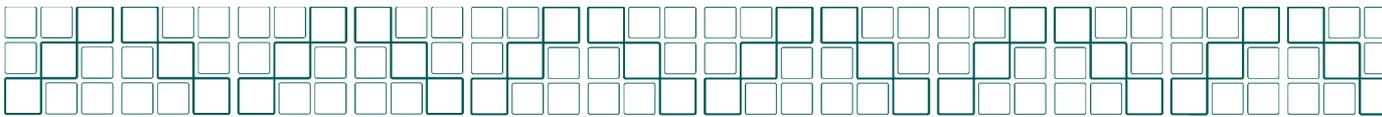
Preparing:

Review what you wrote,
i.e., your application & essays
*(Make sure person in the application shows
up to the interview!)*



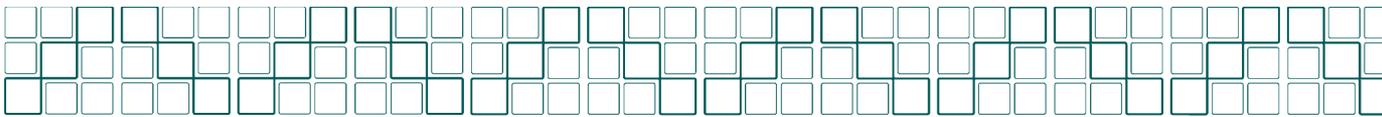
Preparing:

Become familiar with the relevant
issues or research involved



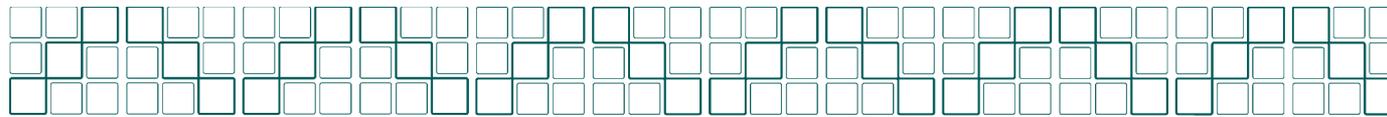
Preparing:

Questions about ethical issues?



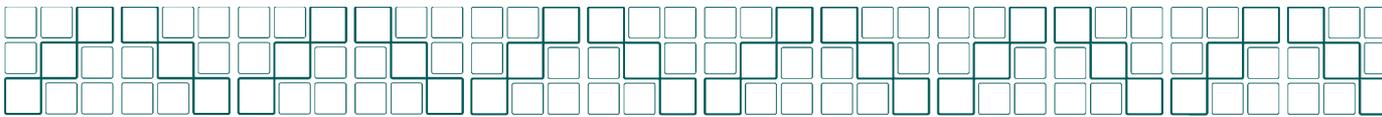
Preparing:

If you do not want to discuss it, do not write about it!



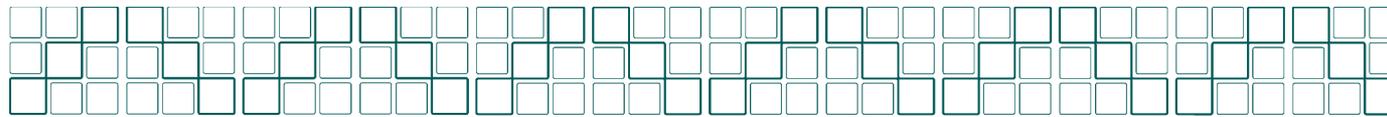
Preparing:

Dealing with inappropriate questions



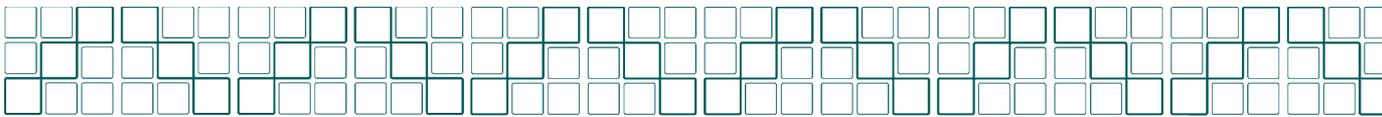
Preparing:

Bring means of accessing other materials



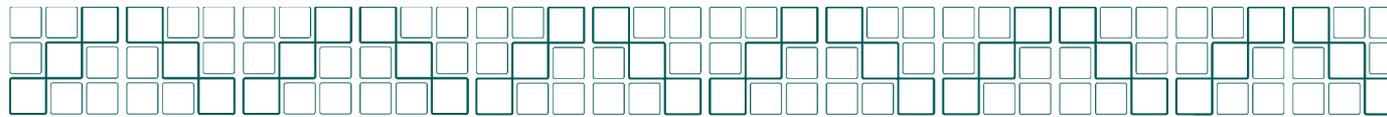
Preparing:

Close *Facebook!*



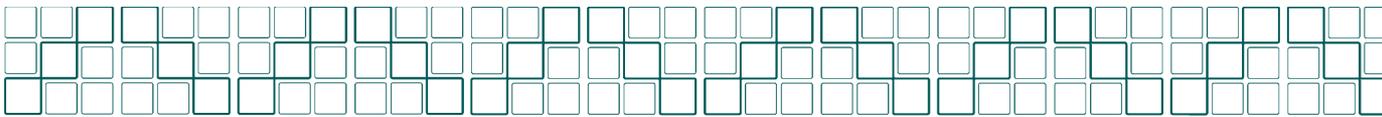
Preparing:

Grad School: closing the deal!



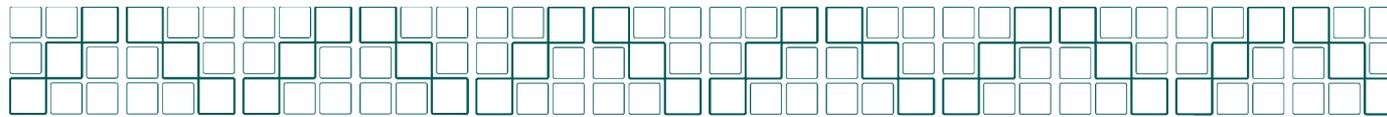
Multiple Mini-Interview

- Six – ten stations
 - Ethical – social or policy issues
 - Standard
 - Why this school? Why a career as a physician?
 - Interactions
 - Teamwork with another individual
- Practice with a time constraint!

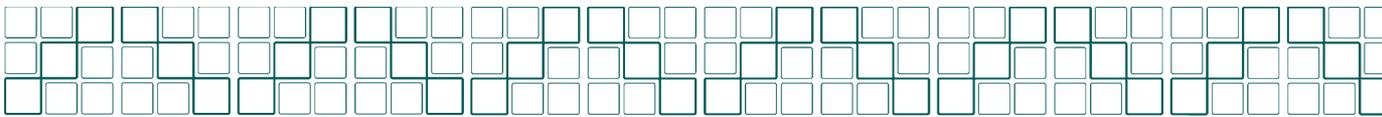


“We are trying to weed out the students who look great on paper but haven’t developed the people or communication skills we think are important,” said Dr. Stephen Workman, associate dean for admissions and administration at Virginia Tech Carilion.

NY Times, 7/11/2011



Blemish or incident on your record?

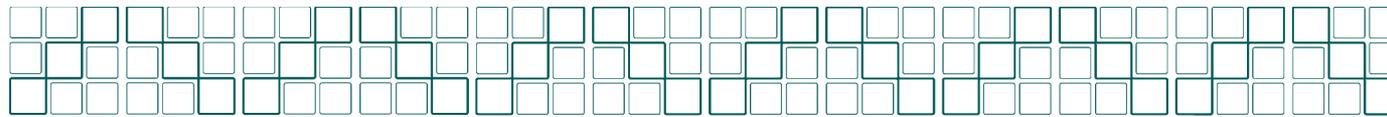


Preparing:

Potential medical and dental school interview questions?

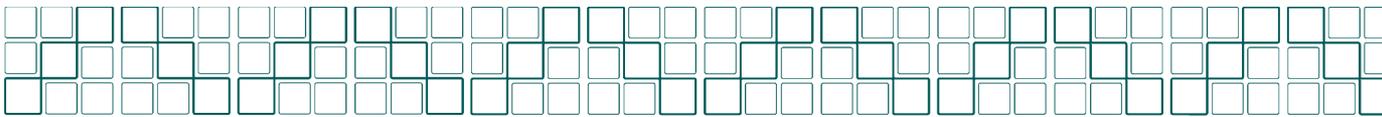
A good list can be found in:

Interviewing for Health Professions School
NAAHP



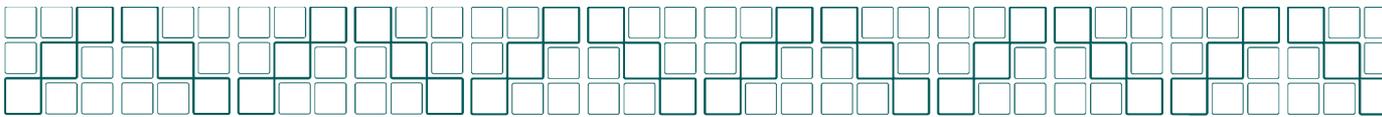
Preparing:

How do you practice?

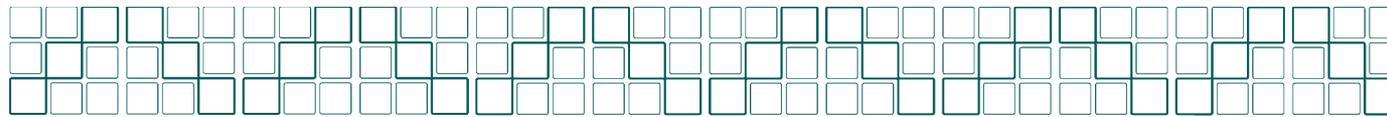


Preparing:

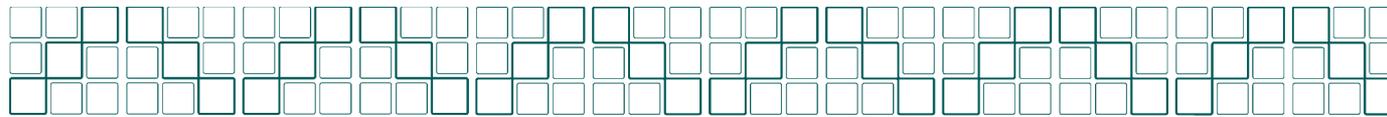
The Suit and Tie and Shoes?



Often overlooked:
shoes and fingernails!

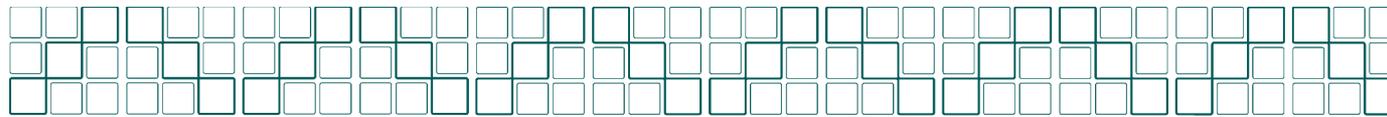


**Always comb
your hair...**



Interview Day

Turn off your cell phone!
No iPods while waiting!



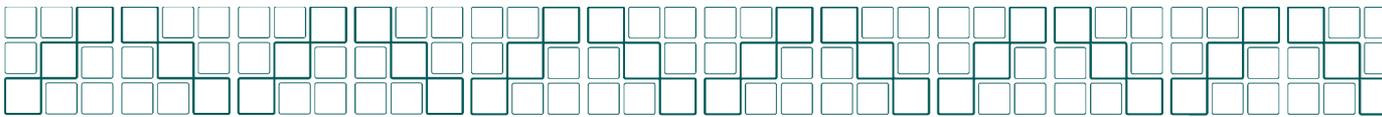
Interview Day

Bring yourself!

Nervous? Practice!

Watch your hands and foot tapping

(Don't fidget!)

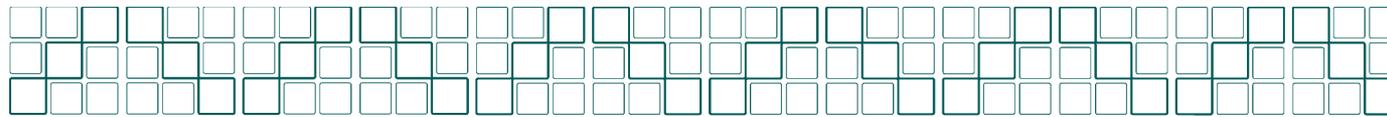


Interview Day

Eye contact

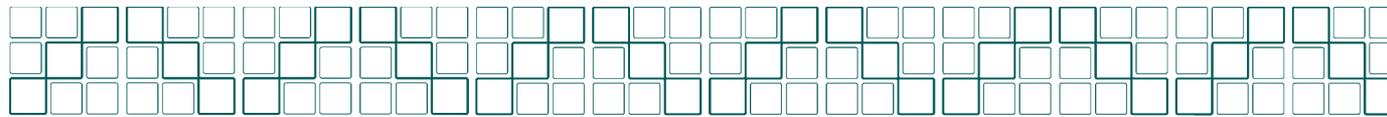
Smile!

This is **NOT** to determine how fast
you can answer a question!



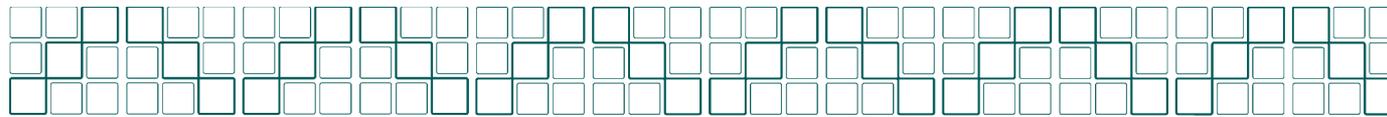
Interview Day

Be positive!



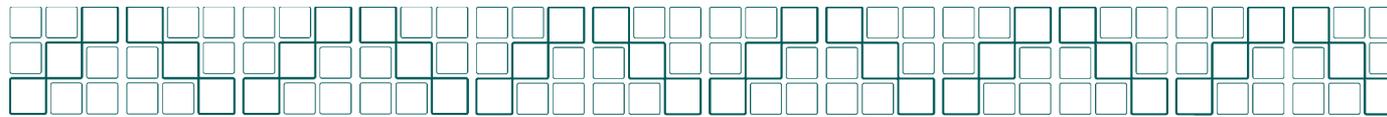
Avoid bad habits...





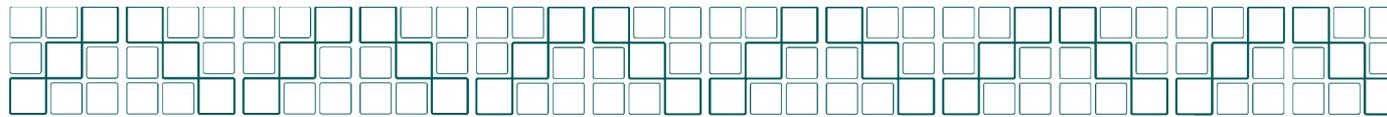
Interview Day

Do not ramble!



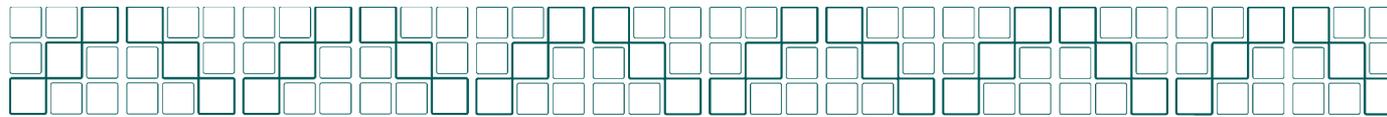
Interview Day

You are not expected to have all
of the answers.



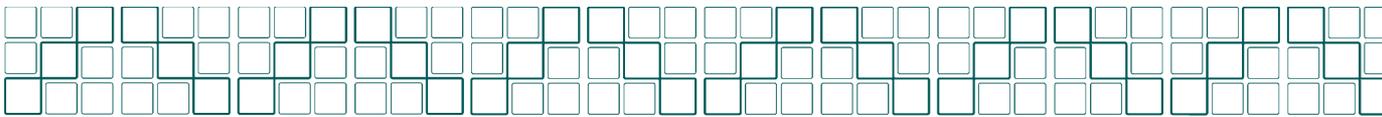
Interview Day

This is a formal interview.
Recognize the difference between
personal and “chummy”.



Interview Day

Personalize the
interview conversation



Interview Day

Smile!

Practice the handshake & greeting



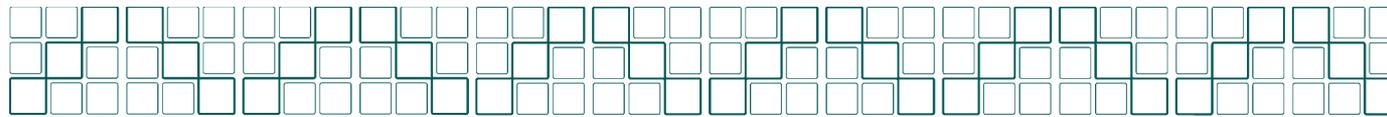
**Always be ready for any
surprises in life...**



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TRAINING & EDUCATION
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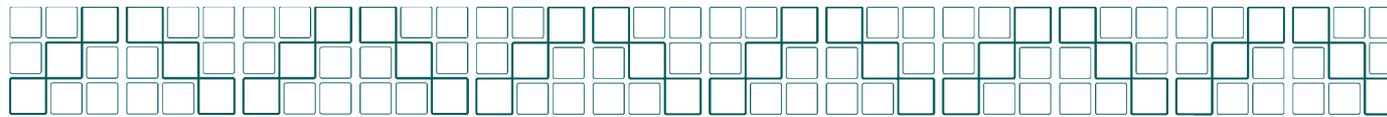
Always be ready for any surprises in life...



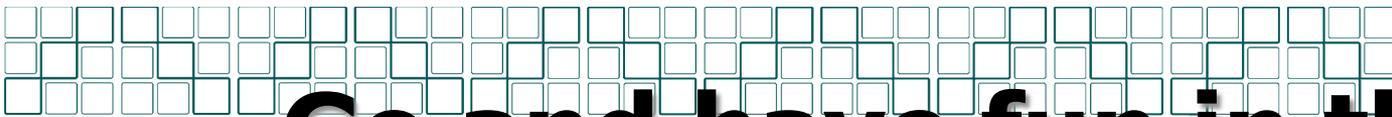


Interview Day

Have Fun!

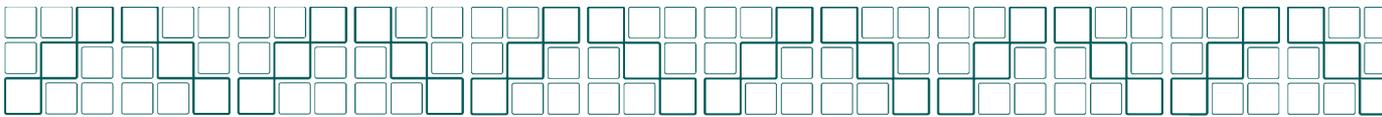


After the Interview?



Go and have fun in the meadows...





Appointments are scheduled via the Scheduling tool on the OITE website:

www.training.nih.gov

then go to **Career Services** → **Appointments**