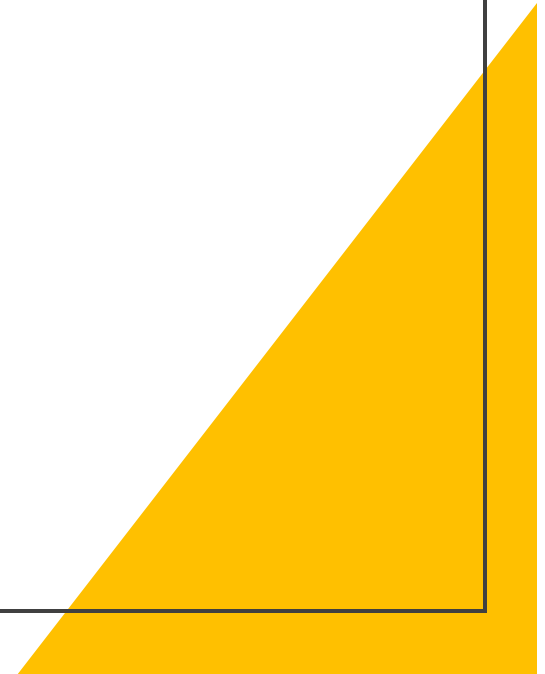


Interview Workshop

NORTHEASTERN UNIVERSITY
PREMED & PREHEALTH ADVISING
August 3, 2023



AGENDA:

The Purpose
of the
Interview

Types of
Interviews

Preparation

Practice

Interview Day

After the
Interview

Q & A



Purpose of Interviews



WHY DO SCHOOLS HOLD INTERV IEWS?



To ensure potential applicants are truly dedicated to a career in their respective health field



Learn about things they can't read in your application



Review an applicant's [AAMC Core Competencies for Entering Medical Students](#) (applicable to all health professions)



Evaluate your "Fit" for the program (i.e. how do your experiences and interests align the program's mission and curriculum?)

TRADITIONAL INTERVIEWS

Format:

- 1:1 conversation with the interviewer (faculty/staff member, current medical student)
- Open vs. closed file
- Traditional questions answered one-by-one

Schools are assessing:

- Your intangible qualities and competencies
- Your fit with their program

Tips:

- Speak clearly, be concise and confident
- Make sure you're answering what's being asked

MULTIPLE-MINI INTERVIEWS (MMI'S)

Format:

- Multiple questions/scenarios to respond to
- 2 minutes to read the question, 6 minutes to respond to the question and 1 minute to move to the next station (6-10 stations total)
- May be subject to non-disclosure agreement

Schools are assessing:

- Your intangible qualities & competencies (ethical judgment, flexibility, maturity, communication, problem solving, teamwork and ability to prioritize)

Tips:

- There typically isn't a "right" or "wrong" answer. It's important to have an informed answer
- Read interview information provided by the school
- Find practice questions online & stay up to date on current healthcare issues
- Practice timing of responses

GROUP INTERVIEWS

Format:

- Multiple interviewers/multiple interviewees
- Traditional questions answered one-by-one and/or group with problem solving exercises

Schools are assessing:

- Collaboration & teamwork abilities
- If you are a good fit with their interactive, problem-based learning program

Tips:

- Aim for a balance of sharing the stage and voicing your views



Preparation



KNOW YOUR APPLICATION

DO review	<p>DO review your application and be ready to answer questions about it.</p> <ul style="list-style-type: none">• Be able to articulate your strengths, have stories/examples ready• Your answers should be specific to your journey, your beliefs, etc.
DO look	<p>DO look at your verified application and make sure that everything is as you expected (i.e. SES Disadvantaged Indicator). This is the version they would be looking at.</p>
DON'T assume	<p>DON'T assume that interviewer will have access to your application. Not all interviews are open-file. Provide necessary context in your responses. (i.e. do not use acronyms, provide relevant names/titles, etc.)</p>



KNOW YOURSELF

Think back to your Self-Assessment and be sure you can answer all those questions.


Motivation

- Why are you interested in XYZ field?
- What contributions do you want to make?
- How hard are you willing to work?
- Why are you applying this XYZ program?

Clinical Preparation

- Your experience and how it has shaped your understanding of the practice of medicine
- Examples of your cultural competency (with patients and coworkers alike)
- Knowledge of inter-professional care
- Knowledge of social determinants of health
- Awareness of ethical challenges in medicine

Trends in the Field

- Current issues in healthcare, e.g., COVID-19, physician shortage, racial disparities in healthcare, animal/human health impacts, healthcare reform, etc. (Read the news/journals!)
 - Problems that you intend to address as a doctor (just remember you may be talking to professionals already in the field!)
 - Changes that might affect your practice and how you feel about them
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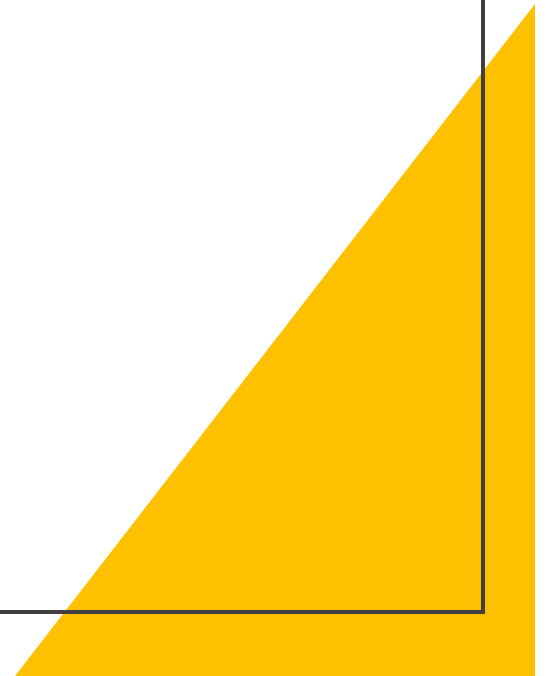
KNOW THE SCHOOL

- Research each school before the interview!
 - Review the school's website (mission/strengths) and take notes.
- Have 4-5 reasons why you want to go to **THAT** school.
 - Show them you've done the research and are confident in your decision to apply
- Review the curriculum!

Lecture vs discussion vs case learning	Entering class size/demographics	Student support services
Pass & match rates, assistance for those who don't pass/match	Research opportunities and requirements	Clinical opportunities in the first two years
Patient/animal populations	Residency programs hosted by school/affiliated hospitals	Dual degree opportunities (Ph.D., MBA, MPH, etc.)
International opportunities (rotations abroad)	Financial aid/scholarship opportunities	



Practice



PRACTICE INTERVIEW QUESTIONS

- **Prepare answers for common interview questions**
 - [50 Common Medical School Interview Questions](#) – Princeton Review
 - [300 MMI Practice Interview Questions](#) - BeMo
- **Examples:**
 - Experience-based questions
 - Describe a time when you observed a teammate behave in an inappropriate manner – what was your response?
 - Talk through an obstacle you overcame and what steps you followed to grow from it?
 - Personal questions
 - Why are you interested in coming to XYZ school?
 - What differentiates you from other applicants?
 - Identify a strength and weakness in your application.
 - How did you become interested in a career in XYZ?
 - Situational Judgement
 - A member of your family decides to depend solely on alternative medicine for the treatment of his or her significant illness. What would you do?



HIGHLIGHT YOUR "FIT"

- Your clinical experiences
- Your research interests
- Your service experiences
- Your ongoing activities/project

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- School's clinical opportunities/populations
- School's ongoing projects, partnerships, grants
- School's programs, community partners, service opportunities
- School's niche, mission, focus

- Example: My time at Rosie's Place has helped build a desire to provide care for vulnerable and marginalized populations. I am excited about the prospect of continuing to serve my community and combat healthcare inequities through Boston University's partnership with the Boston Healthcare for the Homeless Program.

RESOURCES

PreMed and PreHealth Advising Program Resources

- PMPH NU Alumni Mentor Network:
When you receive an interview invite, notify your Individual PMPH Advisor to be connected with a NU alumni who attends/attended that institution (if available)!
- PMPH Interview Feedback Survey:
Review the PreMed and PreHealth Advising Program's Interview Feedback Form

Health Organizations Resources

- [Interview Resources for Medical School Applicants](#) (AAMC)
- [Admissions Interview](#) (AACOM)
- [Dental School Interview](#) (ADEA)
- [Prepare for your PA Interview](#) (AAPA)
- [Prepare for your Optometry Interview](#) (ASCO)
- [Prepare for your Veterinary Interview](#) (AAVMC)

RESOURCES

Employer Engagement and Career Design Resources

Presented by Ali Salinger, Assistant Director, Career Design

- Big Interview: Big Interview is an online system that combines training and practice to help you improve your interview technique and build confidence. Make sure you save a recording of your interview for review!
- Career Studio: Attend virtual or in-person drop-ins for feedback on your Big Interview recording or live mock interview practice.

REVIEW YOUR RECORDING

Assess

Assess body language

- posture, gestures, eye contact (i.e., nervous habits, distracting gestures, big movements, knuckle cracking)

Review

Review your tone

- Enthusiasm/confidence; NOT boredom/arrogance. Volume can also be a factor in how interested you appear to be. Make sure you are audible!

Pinpoint

Pinpoint what ways you presented yourself well

- Repeat those on interview day!!

Mock Interview Series

SAVE THE DATES

- The PreMed and PreHealth Advising Program and Employer Engagement and Career Design will be co-hosting both traditional and MMI style mock interview events (in-person and virtual) throughout the fall term!
- Each two-hour event will feature 2, 1-hour sessions. You may only register to attend **one event per interview modality and one session per event**.
- Open to **all applicants!**
- Registration information will be sent via email
- *Have an interview scheduled and unable to attend, or your interview conflicts with/is before the event dates? Contact your individual PMPH Advisor for additional mock interview support resources.*

Traditional Mock Interview Event (In-Person)

- September 7th, 4-6PM



Traditional Mock Interview Event (Virtual)

- October 19th, 11AM-1PM



MMI Mock Interview Event (In-Person)

- September 21st, 4-6PM

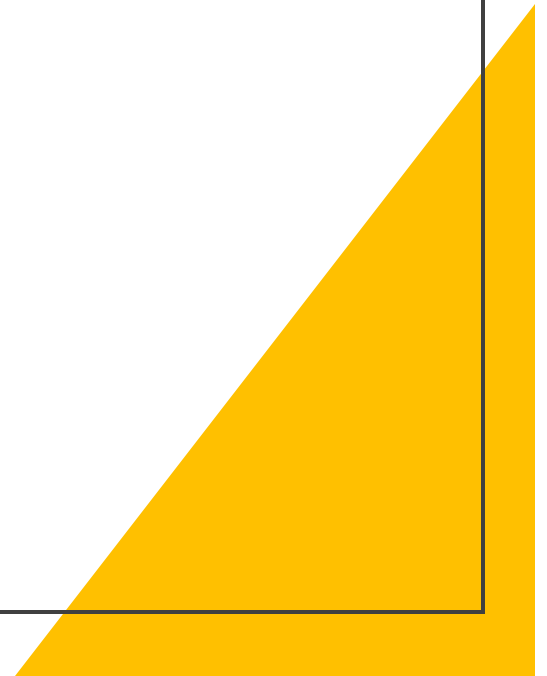


MMI Mock Interview Event (Virtual)

- November 2nd, 11AM-1PM



Interview Day



Preparing For Interview Day

Schedule

- Respond quickly and politely to invitations
- Choose an interview date that best fits your schedule, based on the options provided
- Do not request alternative dates unless absolutely necessary

Prepare

- Review your notes about the school the night before/morning of.
- Engage in relaxing activities to calm your nerves.

Dress to Impress

- Dress professionally and conservatively
- Wear formal attire (not just waist up if it is a virtual interview)
- Do not over accessorize, as this can be distracting

Be Prompt & Courteous

- Arrive on time or early
- Keep your cell phone off/silenced, and not visible
- Make sure your set-up is functional at least 30 minutes before the interview (virtual)
 - Test your Internet, microphone and camera to ensure they are functional and clear.
 - Close all other computer programs to ensure there are no distractions (this includes the iMessage and call features on MacBooks!)
 - Find a quiet place at home/school/work that is well-lit and that will not be accessed by anyone else.
- Politely request your interviewer's contact information at the end of the interview, if you do not already have it.

During the Interview: Demeanor

Show you are
happy to be
there!

Interviewers, fellow candidates (if applicable), current students, administrative assistants, etc.
Smile, be confident in your achievements, show enthusiasm, and please be yourself!
Sit up tall, lean slightly forward, try to look into the camera when responding

Nerves are
normal!

It's OK for the interviewer to see that this is the most important thing in the world to you!
Technical issues are bound to happen, and not only on your end. Be patient, stay calm, don't over-apologize, and have a backup option ready if possible.
If you stumble, the best thing to do is **take a breath** to reorganize your thoughts and continue. Do not be afraid to **ask for a question to be repeated**.

During the Interview: Professionalism

Conveying professionalism is essential!

- They are interviewing you to become a healthcare professional (not just for their program).

Make sure **everything** about you reflects professionalism

- Appearance
- Interactions
- Social media presence
 - Double-check that things like avatars are professional

Professional Characteristics:

- Integrity
- Maturity
- Compassion
- Altruism
- Continuous Improvement
- Judgement

Answer questions honestly and openly.

Focus on contributions/what you learned, not tasks.

It's OK to pause briefly to think of an answer.

Show your passion and enthusiasm!

Ask questions that aren't answered on the website.

Ask open-ended questions that result in dialogue.

Avoid questions that may make your interviewer feel defensive, uncomfortable or ignorant.

Admit a deficiency **IF ASKED**, but end on a positive.

Show teamwork and collegiality

Remember to refer to all your experiences, not just clinical, when appropriate

Do not provide any identifying information regarding patients you've worked with. Refer to them as "the patient"

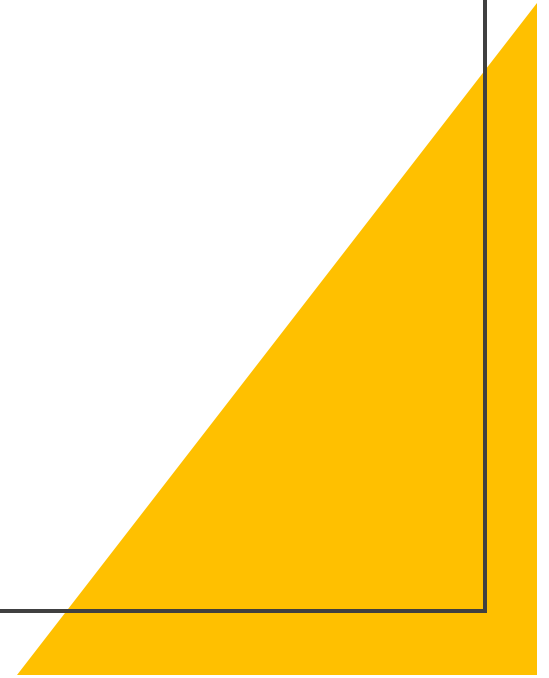
Do not provide any identifying information regarding someone you are portraying in a negative light.

During the Interview: Answering Questions

RESPONDING TO AWKWARD/INAPPROPRIATE QUESTIONS

- Very **rarely**, you may be asked an inappropriate question:
 - Your plans to have a family
 - Your religion
 - Your financial position
 - Do you have a disability?
 - What's your sexual orientation?
- You have a few options on how to handle in the moment:
 - Answer, possibly vaguely
 - Ask for clarification to ensure you are giving information that will be relevant to their decision
 - If the question warrants it, state that your private views are not relevant in patient-centered practice.
- Contact your individual PMPH Advisor to discuss, right away. We can contact the school to report the inappropriate question.

After the Interview



AFTER THE INTERVIEW

- **Log your Impressions**

- Write notes to yourself about the school right after the interview (what you liked/didn't like).
- If you are faced with choosing between schools, this will be helpful.
- Many of the schools will have "second look days" if you are accepted at multiple schools. This gives you a final chance to learn about the school culture/ consider fit.
- Contribute to our [Interview Feedback Survey!](#)

- **Thank your interviewers**

- Send a personalized email to each individual who interviewed or spent time with you. A single thank you email to the Office of Admissions is sufficient for MMI style interviews.
- Restate specific reasons for your interest in the school.
- If the school is your first choice, say so, but be honest (i.e., don't tell every school that you will go there if you are accepted).

QUESTIONS

