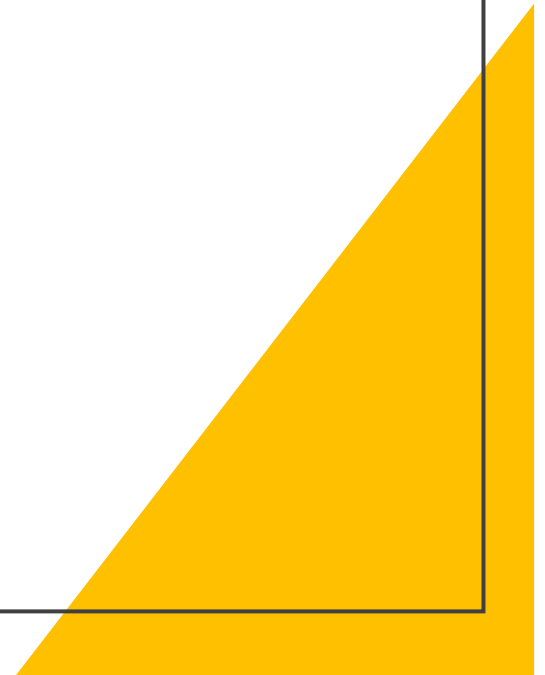


Interview Workshop

NORTHEASTERN UNIVERSITY
PREMED & PREHEALTH ADVISING
August 7, 2024



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 INTERVIEWS?



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



Learn about you & things they can't read in your application



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



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

INTERVIEW STYLES

OPEN FILE INTERVIEW

- The interviewer has access to your full application.

CLOSED FILE INTERVIEW

- The interviewer only has your personal statement or absolutely nothing.

SEMI-CLOSED FILE INTERVIEW

- The interviewer has access to your full application, minus grades and exam score.



There are no inherent advantages or disadvantages to any interview style, and you might not know which style the program will use. Regardless of the interview style, it is crucial to contextualize your responses and provide specific examples from your experiences.

INTERVIEW MODALITIES

IN-PERSON

- PROS: Personal interaction, comprehensive evaluation, school tour
- CONS: Time and travel
- TIPS: Plan ahead, body language, bring resume



VIRTUAL SYNCHRONOUS

- PROS: real-time interaction, convenience
- CONS: Technical issues, limited non-verbal cues
- TIPS: Test tech, create a professional environment

VIRTUAL ASYNCHRONOUS

- PROS: Flexibility, practice
- CONS: No immediate feedback, technical issues
- TIPS: Test tech, create a professional environment.

TYPES OF INTERVIEWS

TRADITIONAL INTERVIEW

A conversation with a single interviewer.

Tips:

1. *Be prepared to individually answer traditional interview questions in a conversational format.*
2. *Carefully review information provided by the program regarding your interviewer (i.e., Faculty, Staff, Student, Alumni, etc.). If you are given their name, look them up. Be prepared to ask directed questions at the end of your interview. Use this [AAMC worksheet](#) to prepare!*

MULTIPLE MINI INTERVIEW (MMI)

6-10 interview stations, each with a different interviewer.

Tips:

1. *Carefully review information provided by the program, including the number and total timing of each mini-interview station.*
2. *Most will be scenario or situational judgement questions. There is no right or wrong answer. Rather, schools are assessing your ability to make an informed decision and intangible qualities (i.e., self-awareness, ethical judgment, flexibility, maturity, communication, problem solving, teamwork, ability to prioritize, etc.).*
3. *Find sample questions online to practice timing of responses.*

PRE-RECORDED INTERVIEW

A timed and recorded asynchronous video with no live interviewer.

Tips:

1. *This interview format is chosen for its efficiency & equitability. It allows multiple admissions staff to review the same candidate's interview to make a holistic assessment.*
2. *Most will be scenario or situational judgement questions (see tip #2 MMI).*
3. *Practice using programs like [Big Interview](#) & ensure you understand the assessment tool being used by the program (i.e., [Kira Talent](#), etc.)*

GROUP INTERVIEWS

Multiple interviewers and candidates together.

Tips:

1. *Be prepared to individually answer traditional interview questions, but in a group setting. Stay true to yourself & form an authentic reply. Do not concern yourself with how other applicants answer the same question.*
2. *When given a group question or problem-solving exercise aim for a balance of sharing the stage and voicing your views. Highlight your collaborative skills.*



Preparation



KNOW YOUR APPLICATION

•**Demonstrates Preparation and Commitment:** Being thoroughly familiar with your primary and secondary applications shows that you are serious about the process and have taken the time to review and reflect on your experiences and qualifications.

•**Enables Clear and Confident Responses:** Understanding the details of your application allows you to answer questions confidently and clearly. When you can readily discuss specific experiences & achievements listed in your application, it helps you articulate your strengths and suitability for a health graduate program more effectively.

•**Facilitates Personal Storytelling:** Having stories and examples prepared to highlight aspects of your application makes your interview more engaging and memorable. These personal anecdotes can illustrate your qualities, such as empathy, resilience, and leadership, in a way that goes beyond what is written on paper, providing a deeper insight into who you are as a candidate.



KNOW YOURSELF

Motivation:

- Why are you interested in XYZ field?
- What contributions do you want to make?
- How have you demonstrated your commitment to this path?
- Why are you applying this XYZ program?

Values:

- Impact of Your Experiences
- Cultural Awareness
- Interprofessional Collaboration
- Navigating Ethical Challenges

Understanding:

- Staying Informed on Current Issues
- Practical Insights from Experiences
- Understanding Social Determinants of Health



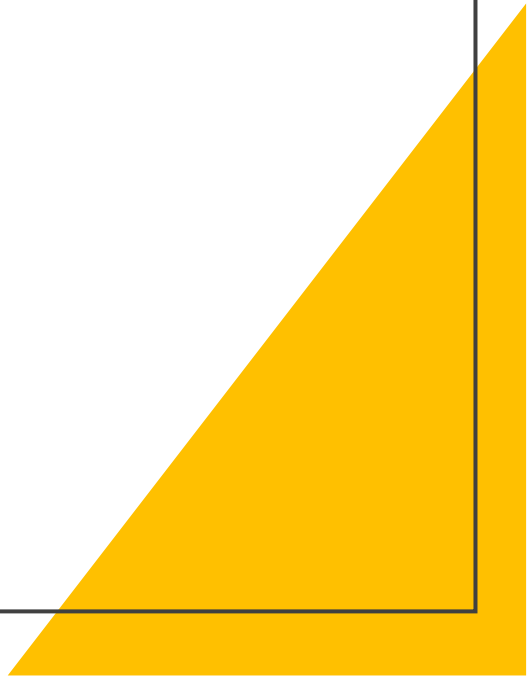
KNOW THE SCHOOL

- 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 activities
- Your ongoing activities/projects



- 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.

Employer Engagement and Career Design Resources

- Big Interview: Big Interview is an online system that combines training and practice to help you improve your interview technique and build confidence. A link of your recorded interview will be sent to you via email!
- Career Studio: Attend virtual or in-person drop-ins for feedback on your Big Interview recording or live mock interview practice.

How to Evaluate Your Big Interview Recording:

Assess

- Assess non-verbal performance (tone, body language, volume, etc.) as well as your responses to interview questions.

Review

- What did you do well? Congratulate yourself and keep it up!

Refine

- What didn't you like? How can you improve? Try again!

Health Organization 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)

PreMed and PreHealth Advising Resources

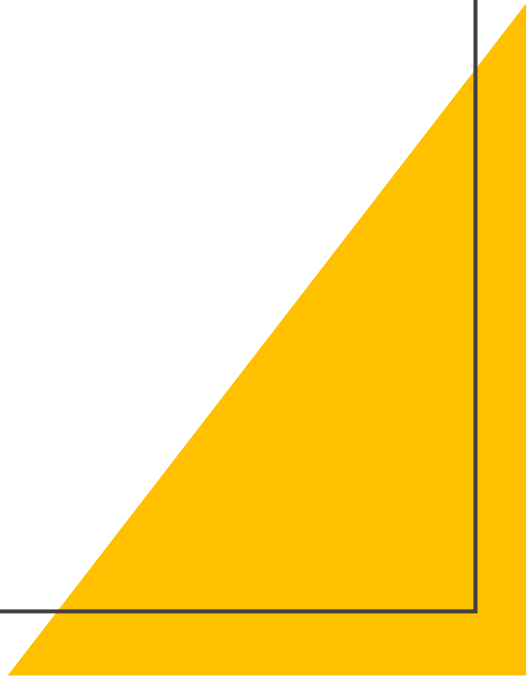
Alumni Mentor Network: Email your individual PreHealth Advisor when you receive an interview invitation, and we can connect you with a NU Alumni Mentor who attends/attended that program (if available).

Interview Feedback Survey: [REVIEW](#) (use NU credentials to access the document) our Interview Feedback Survey and get insight and tips from former NU applicants on how to prepare. After your interview, [CONTRIBUTE](#) & pay it forward for the next generation of NU applicants!

Mock Interviews: Our office offers Mock Interviews (traditional and MMI) to help applicants prepare for upcoming interviews.

- Each **traditional (1:1) style mock interview** will be held virtually and last 45 minutes: a 30-minute interview followed by 15 minutes of feedback. The interview will be assigned based on availability with any member of the PMPH team.
- Each **mock MMI** will be held virtually with the PMPH team and will include multiple short interviews that will last a total of 45 minutes.
- Applicants can schedule only **ONE** traditional Mock Interview and **ONE** Mock MMI, and only **after receiving an invitation** for that type of interview from a health graduate program.
- [CLICK HERE TO SCHEDULE A MOCK INTERVIEW](#)

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
 - 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

Why is professionalism important?

How do I ensure professionalism?

How is professionalism manifested in my competencies?



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 INAPPROPRIATE QUESTIONS

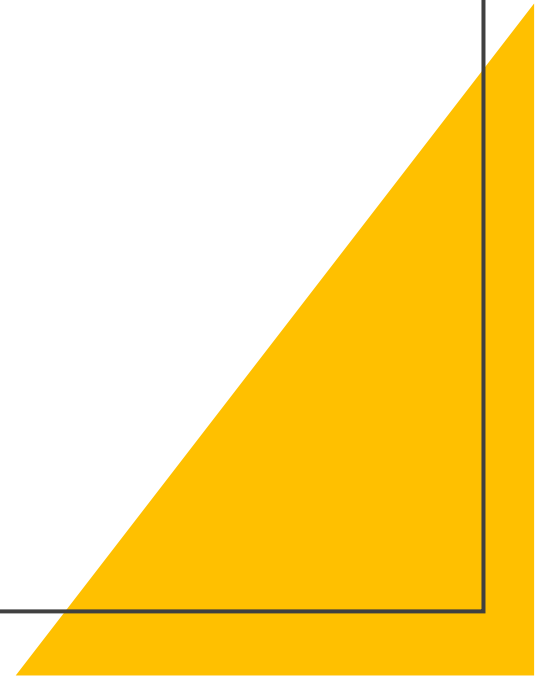
In interviews, certain personal questions are considered illegal because they can lead to discrimination.

Here are some types of questions that are generally prohibited:

- **Race, Ethnicity, or National Origin**
- **Religion**
- **Gender and Sexual Orientation**
- **Age**
- **Disability**
- **Marital or Family Status**
- **Financial Status**



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

