Making the Most of Your Residency Interview

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CONGRATULATIONS!

• They REALLY want to meet you!
• You DESERVE this interview
• Usually not a “courtesy” interview
• Time to show yourself off
KEEP
CALM
AND
PREPARE
YOURSELF
Why Interview?

• Prove you are someone the program wants to work with
• Prove you are competent to hold the position
• Prove you offer program/dept long-term advantages
• You can ONLY RANK PROGRAMS WHERE YOU INTERVIEW....each interview = possible rank
Scheduling the interview/TIMING

• Respond early – may give you more options
• You CAN change/reschedule your dates
  – CANCEL or reschedule POLITELY and with NOTICE
  – No later than 2 weeks out if possible
  – Some programs keep track of how many times you cancel
• Each student’s schedule differs – do what’s best for YOU
  – Consider first one NOT being your top program
  – BEST programs in the middle – so you’re not tired
  – Finish interviews by mid January if possible
I’m Nervous: Not many offers yet

• Be patient; Wait for the next round of offers
  – 1st round candidates will start declining or cancelling interviews
• Discuss timing and personal situation with advisors/advising deans
• Consider need to apply to more programs
• Call *select* programs and inquire about available interview spots, waiting lists, express your true interest in their program
• Be prepared to activate your “parallel” plan
I’m Nervous: Not many offers yet

• If I call/email, what do I say?
  – Calling to inquire about status of your application.
  – Inquiring about status of interview offers
    • If they are full, describe briefly, your interest and why =
      if you email this can include SPECIFICICS (program, location, ties to area, etc)
    • If not full – ask when additional interviews will be released
    • Request to be put on a wait list...
  – STAY OPTIMISTIC – each year the inquiries do lead to additional interview offers for many
The Interview DAY

• Pre-Interview Sessions – evening prior – should attend
• Introductions: PD/Dept Chair
• Rounds/conferences
• Other speeches
• The TOUR
• The Interview(s)
Register for the MATCH

To participate in a Match, applicants must use the NRMP’s secure Registration, Ranking, and Results® (R3®) system to register and create a Username and Password. The R3 system can be accessed directly or by clicking the orange ‘LOGIN/REGISTER’ button at the top of the screen. Applicants who participated in a previous Match must re-register in the R3 system for each Match, but are able to choose the same username and password as part of the registration process.

GETTING READY

Applicants should first register with and complete an Electronic Residency Application Service (ERAS®) application if that is how the program is accepting applications. An NRMP ID IS NOT required to submit ERAS applications; however, Match applicants MUST have an AAMC ID to register with NRMP for the Main Residency Match®. After registering with NRMP, applicants should log back in to ERAS and update their profile with their NRMP ID to make it easier for program directors to identify them for placement on the program’s rank order lists.

The following identification numbers are REQUIRED for registration:

- USMLE® ID for U.S. allopathic students/graduates;
- ECFMG ID for international medical school students/graduates (IMGs), and
- AOA ID and NBOME® ID for U.S. osteopathic students/graduates.

*Note: USMLE ID is not required for IMGs, but it can be entered. It is the same as the ECFMG ID.

THE REGISTRATION PROCESS

Registration is a multi-step process. During registration applicants are asked to provide basic profile information, including name, date of birth, AAMC ID, exam scores (e.g., USMLE ID, ECFMG ID, or NBOME ID), and work and volunteer experiences. Profile information can be updated at any time during the Match process. Email addresses and phone numbers must remain current in the R3 system. Applicants are encouraged to check YES for informed consent so that NRMP can use professional profile information for research purposes. The data will allow NRMP to continue publishing valuable reports such as Charting Outcomes in the Match that help inform future applicants and the graduate medical education community.

Registering for the Match Guide – Residency Applicants
Registering for the Match Guide – Fellowship Applicants

THE REGISTRATION FEE

Applicant Match fees provide access to the R3 system, the ability to participate in the Match as a couple, and access to Match-related reports.
Resources
Residency Program Evaluation Guide

Use this checklist to evaluate the residency programs in which you are interested.

**Residency Program**

Rating Scale: 1=Poor; 2=Fair; 3=Adequate; 4=Good; 5=Excellent.

On the basis of your needs, rate this residency program’s:

<table>
<thead>
<tr>
<th>Feature</th>
<th>Rating</th>
<th>Comments</th>
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<tbody>
<tr>
<td>Education</td>
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<td>Program philosophy</td>
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<td>Accreditation</td>
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<td>Overall curriculum</td>
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<td>Rotations/electives</td>
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<td>Rounds (educational vs. work)</td>
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<td>Conferences</td>
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<tr>
<td>No. and variety of patients</td>
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<tr>
<td>Hospital library</td>
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<tr>
<td>Resident evaluations</td>
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<td>Board certification of graduates</td>
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<td><strong>Attending Physicians/Teaching Faculty</strong></td>
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<td>No. of full-time vs. part-time</td>
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<tr>
<td>Research vs. teaching responsibilities</td>
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<tr>
<td>Clinical vs. teaching skills</td>
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<tr>
<td>Availability/approachability</td>
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<td>Preceptors in clinic</td>
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<td>Subspecialties represented</td>
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<tr>
<td>Instruction in pt. counseling/education</td>
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<td><strong>Hospital(s)</strong></td>
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<td>Community or university hospital</td>
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<td>Staff physicians’ support of program</td>
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<td>Availability of consultative services</td>
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<td>Other residency programs</td>
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<tr>
<td>Type(s) of patients</td>
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<tr>
<td>Hospital staff (nursing, lab, path, etc.)</td>
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<td><strong>Current House Officers</strong></td>
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<td>Number per year</td>
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<tr>
<td>Medical schools of origin</td>
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<tr>
<td>Personality</td>
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<tr>
<td>Dependability</td>
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<tr>
<td>Honesty</td>
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<tr>
<td>Cooperativeness/get along together</td>
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<tr>
<td>Compatibility/can I work with them?</td>
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Reach out to our Graduates

http://mededu.med.miami.edu/contact-us/professional-development-and-career-guidance(match-information)
Other Resources

• AAMC [Careers in Medicine](#)
• AAMC [Residency Evaluation Guide](#)
• ONLINE RESOURCES:
  – e.g. [Internal Medicine Questions from ACP](#)
  – YOUR SEARCHES.....by specialty
  – Be cautious about what you read online
Preparing to Interview....
Your “Business Behavior”

LYN PONT, PH.D.

Dr. Pont is the founder and President of Manners for Business™, a full-service business and international etiquette consultancy. As an expert, she provides keynotes, briefings, workshops and seminars on business and social etiquette, hospitality etiquette, international protocol, youth etiquette, and customer service excellence.

She is well respected in the Human Resources community for her hands-on knowledge of the subject and her history as a professional in this critical area. She blends business diversity, customer service, employee motivation, and quality supervisory skills training into her business etiquette presentations.

Dr. Pont is an adjunct professor of Human Resources Management and Labor Relations for two university graduate business programs. She was asked to sit on both the Equal Employment Opportunity Commission’s South Florida Employer’s Advisory Council & the Board of Directors of the Miami-Dade County Women’s Chamber of Commerce. She is a member of the National Speakers Association, the Society of Human Resources Management, and the American Society of Training and Development.

Dr. Pont holds a Ph.D. in Leadership and a Master’s degree in Personnel Administration. She was trained and certified by the Protocol School of Washington.

Manners for Business™
Telephone: 1-(305) 661-0011  Facsimile: 1-(305) 662-8899
Email: Click here
BODY LANGUAGE

• Act happy and enthusiastic
• Be HONEST
• Learn to maintain eye contact –PRACTICE
• Practice your handshake
CONSULT with those you trust!!

DRESS CONSERVATIVELY
The Pre-Interview Dinner

• Business Casual
• LIMIT Alcohol
• Try to attend, be yourself
• Make mental notes
• Include your partner if invited
DO NOT...

• Chew Gum
• Bite your nails
• Smoke
• Drink Coffee....think of effects
• NO CELLPHONE – TURN IT OFF
• Shake legs
• Click pen caps or fidget with things in your pockets
DURING the Interview

• Know your CV
• Know your research
• Weaknesses listed in your application  
  – Share how you’ve overcome challenges
• Portray Strength and Confidence
• LISTEN more than you TALK
• Shake hands confidently
• How you answer is more imp than WHAT you say; lead answers to strengths
• Be confident
PRACTICE MAKES PERFECT
Potential Questions (some)

• Tell me about yourself.
• What are your 3 greatest assets?
• What are your 3 greatest faults?
• Describe a patient you have cared for?
• What are the personal characteristics or traits in people that you dislike or find unattractive?
• What do you want to do with your career? In 10 to 15 years?
• Interviews at academic programs – Do you plan on a academic career?
• What has been the most important moment in your med school experience?
• What do you like outside of medicine?
• What is your medical school like?
Potential Questions

• QUESTIONS about PARTNERS....
  – Not legal but you may be asked
  – How you refer to your partner is up to you...but remember that you are looking for a location and “fit” at a program where you feel you will belong. How people respond to you is important. You will want to choose locations where you feel welcome

• Questions about “life plans” – also not legal to be asked about marital plans, future family planning, etc. You will need to prepare an answer that you are most comfortable with
Questions for YOU to ask

• Be prepared to ASK them
• What questions do you have about this program?
• Stay focused on selling yourself
• Ask interesting questions
• Turn the conversation on the interviewer but don’t interview the interviewer
RED FLAGS

• Absence of residents
• Constant excuses
• Probation
• Failure to share or show endpoints
• Work hours
• Family-friendly?
Thank YOUs

• YES – send one –unless program specifically tells you NOT TO
  – Some programs ignore them
  – Some EXPECT them
  – Some actually pay attention to them
• Hand written: old fashioned but still best/EMAIL OK
• Send to PD, key faculty, any special resident
• Be sincere, and be BRIEF
  – Thank PD for visit
  – Note what you liked, personalize the note
  – Don’t need to state anything about RANKING, just describe your interest (if you have any)
Second Look

• Not required
• Consider this for YOU
• Beware of rumors about ranking
• Think about cost
• Notify PD and/or Coordinator
• that you are coming
COSTS

• Any way to cut costs?
  – Group interviews together whenever possible
  – Be strategic about your home base for flights
  – Fly cheap, don’t aim for miles, or DRIVE/TRAIN
  – Maximize your credit card rewards
  – Consider EBATES
  – Online resources – search for housing options, travel options
    • Eg AMWA members, Bed and Breakfast
Travel & Vacations

Whether you’re planning your next business trip or a family getaway, Ebates can help you save with discounts on travel and vacations! Find travel deals on airfare, hotels, car rentals, cruises, spa resorts, vacation packages and more. Shop for your trip with coupons on luggage, travel books, travel accessories, events, and activities. Book your next...
Frequently Asked Questions

• See DOCUMENT In MODULE