

Interview Workshop

Navigating The Seas:

Tips for Carms Interviews

Planning

- ⦿ Check emails frequently to see if you have been offered an interview
- ⦿ Practice Interview skills – CMA/AMA Dec 14 & Jan 11
- ⦿ Westjet & Air Canada Discount – check
- ⦿ Print Itinerary – up to date picture ID & a copy
- ⦿ Make sure you know how to get to the exact location
- ⦿ You are travelling across CANADA in WINTER

What To Bring

- Carry-On luggage
- Use Medical School Backpack
- CaRMS interview notebook
- Copies of your CV
- Copies of your letter

Preparation

- Review the program website
 - be prepared to express what you like about the program
 - be prepared to express what you would improve
 - have specific questions
- Good Sleep the night before – eye mask, ear plugs
- Business attire – bring 2 outfits

Be Social

- ⦿ If you can, go to the social event
- ⦿ Remember they are interviewing you here too & you are checking them out
- ⦿ Do NOT get drunk
- ⦿ Get to know the residents
- ⦿ Maybe you won't think it's a fit

Interview Day

- ⦿ Have back up plan to wake up and be fresh
- ⦿ Business attire
- ⦿ Be early – arrive 15 minutes before the scheduled interview
- ⦿ Be kind to the Administrative staff & other applicants
- ⦿ Be yourself

Types of Interviews

- ⦿ Know your audience – the people interviewing you may not have reviewed your whole file
- ⦿ Fire side chat
- ⦿ Structured interview
- ⦿ MMI
- ⦿ Test – skills
- ⦿ Residents input

Interview Q & A

- Be comfortable with silence – think, then respond
- Your answers:
 - Demonstrate a real comprehension of question
 - Demonstrate organization and logical reasoning
 - Demonstrate maturity & broad thinking (insight, self-awareness, residency training)
 - Demonstrates realistic expectations and goals
 - Provide a position even if you don't have a concrete example
 - Demonstrates an understanding of the CanMED roles and the potential for acquisition of the competencies

Questions You May Be Asked

Pocket Books to come....

- Tell us about yourself? – can you distill this answer to one word?
- Why this program?
- Why this specialty?
- CanMEDS roles
- What do you do in your spare time?
- Strengths? Weaknesses?
- How do you handle stress? – give concrete example
- How well do you function under pressure?
- What will you do if you don't match?
- Who are your heroes?
- Last book you read?

Questions You May Be Asked

Structured Questions

- ➊ Examples:
 - ➊ Tell me about a time when witnessed mistreatment during clerkship? Or a time when you realized one of your colleagues was struggling? What did you do? What would you have done differently?
 - ➋ Tell me about a time when you disagreed with a patient's management. What did you do? What would you have done differently?
 - ➌ What has been you're biggest challenge in getting to this point? What did you do to overcome it?

Humour

- ⦿ Careful
- ⦿ Can be effective
- ⦿ Non-offensive
- ⦿ Double edged sword

Impression

- Overall Impression will be based on the following:
 - Communication skills – articulate, understandable
 - Presentation of self – dress, demeanor, manners (professional)
 - Likelihood of “fit” with the program
 - Clinical and research potential
 - Responsibility and Humility demonstrate strength
- People remember how you made them feel more than they remember what you said

Post Interview Debrief

- ⦿ Write in your notebook
- ⦿ Review Questions and Answers
- ⦿ Consider anything you would change
- ⦿ Notes about the program
- ⦿ How did you Feel?
- ⦿ Have a running Rank Order List – Excel Spreadsheet

Be Thankful

- ❶ Thank the Program Director for the opportunity (email is fine)
- ❷ Thank the Program Administrator for being helpful

Finally

Be yourself!
Have fun!
Good luck!