

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

⊗ Examples:

- ⊗ 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?
- ⊗ Tell me about a time when you disagreed with a patient's management. What did you do? What would you have done differently?
- ⊗ What has been your 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

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

Finally

Be yourself!

Have fun!

Good luck!