



**PHYSICIANS MEDICAL FORUM**

Dedicated to Encouraging Recruitment & Retention of African American Physicians

Virtual Workshop

# CONQUERING THE INTERVIEW

*Italo M. Brown, MD, MPH, Assistant Professor*

*Emergency Medicine Physician – Stanford University School of Medicine*

*Tour for Diversity in Medicine Mentor*

*Stalfana A. Bello, MPA*

*Executive Director, Physicians Medical Forum*

*Albert L. Brooks, MD*

*President, Physicians Medical Forum*


*Carol Miller, MD*

*Secretary, Physicians Medical Forum*



# *Purpose of the Interview*

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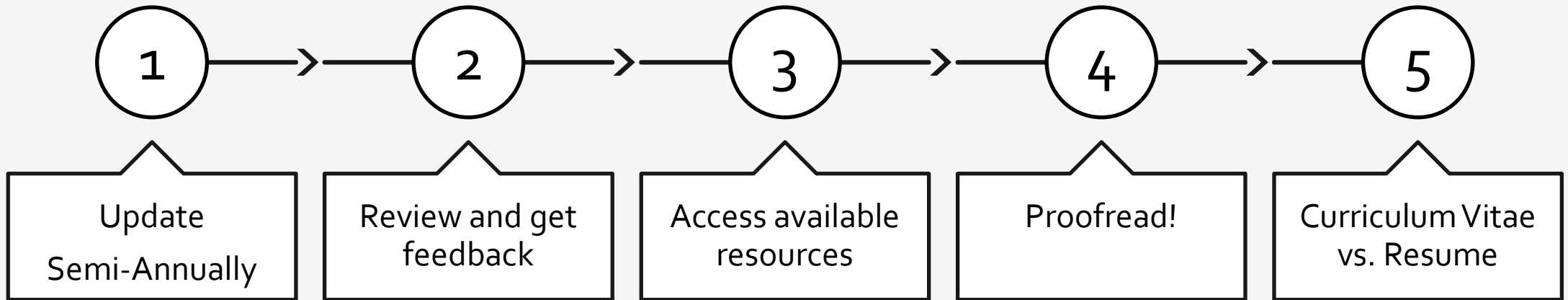
- For the School:
    - Assess your personal characteristics
    - Clarify and/or confirm the image presented in the application file
    - Market the school
  - For you (the Applicant):
    - Project your unique image
    - Gather information about the school
    - Determine whether the school is a good fit for you
- 



# *Know Yourself | Know Your Worth*

- Demonstrate a Strong Understanding of Yourself
    - Strengths and Weaknesses
    - Goals for careers
    - Values
    - Coping Skills
  - Know your application, personal statement
  - Be prepared to discuss negative points on application
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# *Know Your Body of Work*



# *Evaluate Your Prospects*



Know the school

Mission

Curriculum and  
teaching style

Grading system



Use Available  
Resources

First-hand

School/Organization  
Website



Know the field and philosophy  
(allopathic vs. osteopathic, dentistry,  
pharmacy)

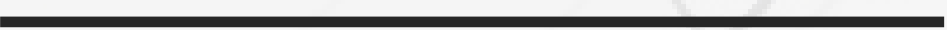
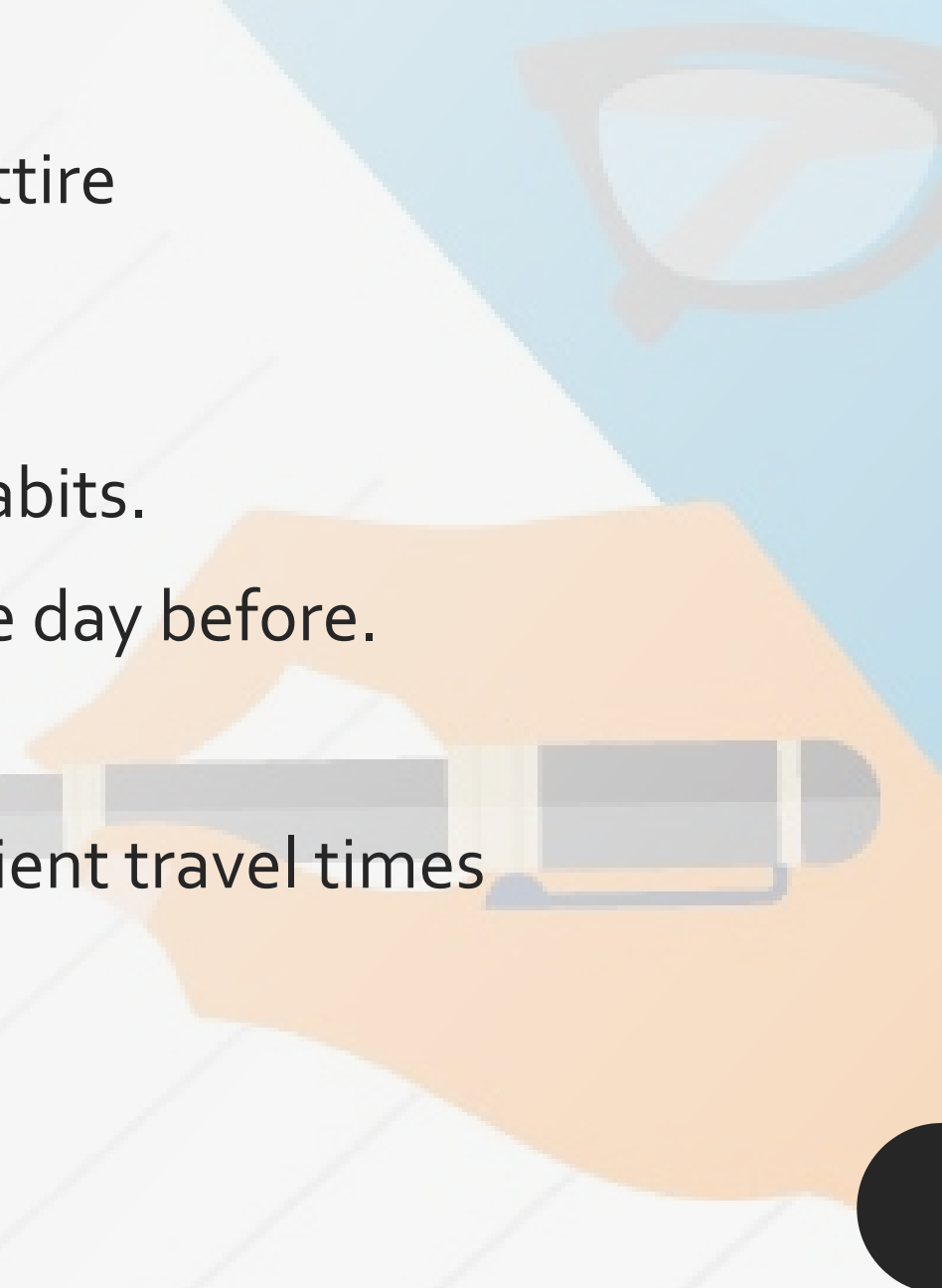


These are not Plan B!

# *Preparing for the Interview*

- Appropriate attire
  - Business wear
  - Accessories
- Be aware of habits.
- Eat well on the day before.
- Bring a snack.
- Select convenient travel times
- Get rest!

Job Interview  
Research  
Gather Materials  
Practice!





# *What To Wear | Men*

- Business Suit
    - Blue, Charcoal, Black
  - Shoes
    - Dark and simple
  - Shirt
    - Solid or simple pattern; non-distracting colors
  - Ties
    - Long > Bowties
    - Solid, Power stripe, simple pattern
  - Accessories
    - Watch; Tie bar
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# *What to Wear | Women*

- Business Suit/ Blazer + Trousers/Below knee Skirt
    - Charcoal, Black, Blue, some browns
  - Shirt
    - White, Blue, smart colors
  - Accessories
    - Understated pieces: pearls, tennis bracelet, simple watch, lapel pin
  - Hosiery
    - Stockings
  - Shoes
    - Short heels
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# *The Gray Areas*



- Belt matches shoes; no white socks
- Hair should not be distracting
- Trimmed facial Hair
- Piercings – if a distraction, remove
- Natural make-up
- Over-accessorizing
- Too revealing?
- Tattoos are covered




# *What Interviewers Look For*

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- Motivation
- Integrity
- Dedication
- Reliability
- Determination
- Service Orientation
- Social Awareness
- Enthusiasm
- Communication & Interpersonal skills
- Confidence

# *Other Activities with the Interview*

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- Overnight program with a current student
  - Orientation session
  - Tour of Professional school
  - Interaction with Admissions staff and other students
    - Show appreciation
    - Be respectful and kind to *everyone!*
  - Consider contacting the diversity office if one exists
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A faded background image showing four business professionals (two women and two men) sitting at a table, likely in an interview setting. They are dressed in professional attire (suits and blouses).

# *The Interview*

- Typically 2-3 interviews
    - Faculty
    - Student
    - Group
  - Keep your answers focused. Don't wander
  - Avoid sounding self-centered.
  - Turn weaknesses into positives.
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# *Multiple Mini Interviews (MMI)*



- Goal of format is to assess how an applicant interacts with patients and colleagues
- Assesses verbal and nonverbal communication skills
- Typically 6-10 short interviews over a ~2 hours
  - Prep time of ~ 2 minutes and then a 5-8 minute discussion or exercise
- Benefits:
  - No over emphasis of a single interviewer
  - Multiple opportunities to showcase skills



# *Questions You May Be Asked*

- Why medicine/dentistry?
  - What are some of your positive and negative traits?
  - What is option B if you aren't admitted to medical school?
  - What is the most difficult situation you have encountered?
  - What are some of the most pressing healthcare issues we face today?
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# Questions to Ask Your Interviewer

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- Remember, interview is a TWO-WAY STREET
- Schools make judgments about you based on the questions you ask
- Examples of questions:
  - What unique opportunities does the school have to offer students who attend?
  - What is one thing that you would change about your school?
  - What is a common mistake that students make?



# *Practice Activity*



- Individual Writing Activity
  - What are you looking for in your career?
  - What do you want in life?
  - What value are you looking for in a school/organization?
- Student Mock Interview



# Importance of Interview

## Invite Interviewees

- GPA: Cumulative science and math (3.7)
- GPA: Cumulative (3.6)
- MCAT Total scores (3.5)
- Letters of recommendation (3.4)
- Community service: medical (3.3)
- Personal statements (3.2)
- Medical/clinical work experience (3.2)
- Community service: non-medical (3.1)
- Leadership experience (3.0)
- Completion of premedical requirements (3.0)
- Experience with underserved populations (2.7)

## Offer Acceptances

- Interview recommendation (4.5)
- Letters of recommendation (3.8)
- GPA: Cumulative science and math (3.7)
- Community service: medical (3.6)
- GPA: Cumulative (3.6)
- MCAT Total scores (3.4)
- Personal statements (3.4)
- Medical/clinical work experience (3.4)
- Community service: non-medical (3.3)
- Leadership experience (3.2)
- Completion of premedical requirements (3.1)
- Experience with underserved populations (3.0)





# *Take Home Points*

- Stop trying to be a good interviewer, and instead, work on being a better communicator in natural, everyday conversation.
  - Articulate your words
  - Build stories to express your points
  - Laugh (the real kind, not that nervous one people resort to in awkward moments)
  - Practice daily!
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