

Traditional Interview Questions 2023-2024 Admissions Cycle

Instructions: Ask each question and indicate below average, average, or above average based upon the applicant's response for each question. You may include additional comments to explain the why the response was average/above/below.

The overall score should be as followed:

Offer: (1)

Highly Acceptable: (2)

Acceptable: (3)

Reject: (4)

Compassion / Empathy

A patient follows up your outpatient clinic for hypertension. He comes in for a blood pressure check and you are running an hour behind schedule. As you are leaving the room, he begins to cry and tell you about how he's recently lost both of his parents 3 months apart. What do you do?

Points to consider in candidate's responses:

- Does the candidate suggest that they would stop and actively listen vs pushing the patient out the door?
- Do they get another team member involved?
- Do they place a consult to mental health or assess to determine if immediate attention is needed (suicide ideation/harm ideation).
- Does the candidate plan to schedule a follow up appointment that is sooner than regular to monitor the patient's response to the recent stressors?
- Gives the patient a handout on the steps of grief and offer hotline service number.

Responsibility / Reliability

Tell me about a time you made a mistake, and what you did to correct the situation.

Points to consider in candidate's responses:

- Acknowledge how hard it can be to admit when you've made a mistake
- List a solid example that feels genuine
- Do not blame others for your mistake, take full accountability

- Emphasize the importance of what you learned from the situation and how you will avoid making the same mistake again in the future

Teamwork

Describe the steps that you would take to help a teammate (nurse, physical therapist, pharmacist, etc.), who is working with your patients, feel valued and respected.

Points to consider in candidate's responses:

- Working as a member of a team is perhaps one of the most valuable traits an individual can have when pursuing medicine.
- Describes the importance of the team dynamic and how it is essential to providing quality healthcare.
- Discusses specific examples of how you would support your team (make sure everyone introduces themselves in the clinical setting to ensure communication, value everyone's opinions during interdisciplinary rounds, etc.)
- Emphasizes to patients the value of every team member's role and how each team member is crucial to their healthcare outcomes.

Professionalism

You are on the hospital elevator and hear a colleague discussing a mutual patient, not by name but by referencing a unique facial birth defect. In addition to hospital employees there appear to be visitors on the elevator. What do you do?

Points to consider in candidate's responses:

- A good opportunity to emphasize the importance of confidentiality in medicine and with patients. As a physician, you are their confidant. Regardless of whether this is a HIPAA violation, there is an appropriate time and place to discuss patients and the visitor elevator is not the appropriate place.
- What would you do?
 - Would you address it with the colleague right away?
 - Would you wait until the colleague stepped off the elevator?
 - Would you report the colleague?
 - Would you ignore the conversation?
 - *All answers could be appropriate if they are justified reasonably.*
- Also, this could be a valuable point for a candidate to re-evaluate their own actions. It is easy for us to sometimes forget the sensitivity of the information we are privy to. Overhearing a colleague talk about patient identifiers in public is a

great opportunity for us to reaffirm within ourselves how important confidentiality is in this field.