

NAVIGATING INTERVIEW SEASON DURING COVID 19

THURSDAY, OCTOBER 15, 2020 1:00 - 2:00 PM

Dr. Sanjay Desai, Program Director, Johns Hopkins Hospital

Dr. Sapna Kuehl, Program Director, Ascension St. Agnes Medical Center

**Moderator: Dr. Janaki Deepak, Assistant Program Director, Pulmonary and Critical Care
Fellowship, University of Maryland Medical Center/VA**

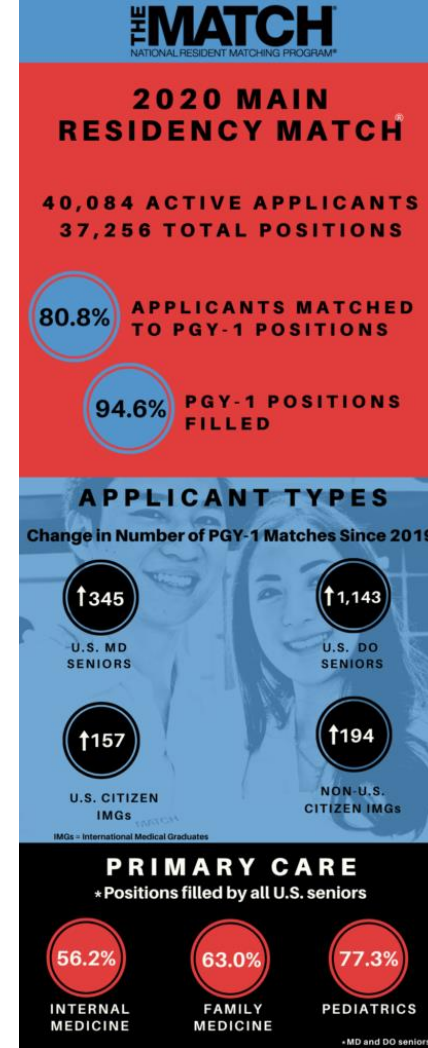
Hosted by Maryland Chapter of the American College of Physicians

Introductions

- Dr. Sanjay Desai, Program Director, Johns Hopkins Hospital
- Dr. Sapna Kuehl, Program Director, Ascension St. Agnes Medical Center
- Moderator: Dr. Janaki Deepak, Assistant Program Director, Pulmonary and Critical Care Fellowship, University of Maryland Medical Center/VA

Agenda

- Preparing for virtual interviews
- The interview day
- Question and answer session



From the candidate perspective

- Lack of experience with virtual interviews
- Unclear what to expect
- Inability to observe residents and faculty interactions
- Decreased time spent with program faculty and others
- Different expectations of different programs



Preparing for virtual interviews

Goals:

- Reduce unease
- Make the process as familiar as possible
- Control what can be controlled
- Practice to showcase yourself as you intend

“Give me six hours to chop down a tree and I will spend the first four sharpening the axe.”

Abraham Lincoln

Reduce Unease and Get Familiar with Process

- Prepare for each program extensively
 - Review the timeline of recruitment event carefully
 - Send program any questions about timing/logistics well in advance
 - Know your application very well
 - Prepare questions that do not seem generic
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- Read references (e.g. AAIM)
 - Talk to colleagues who have experience
 - Get insight on how you come across on virtual platform

Control what you can

- Charge all devices
- Have a backup device and phone
- Deliberate background
- Avoid (minimize) distractions
- Have an emergency number for technical difficulty
- Lighting
- Check video and audio
- Confirm camera position

Things you can control:

1. Your beliefs
2. Your attitude
3. Your thoughts
4. Your perspective
5. How honest you are
6. Who your friends are
7. What books you read
8. How often you exercise
9. The type of food you eat
10. How many risks you take
11. How you interpret situations
12. How kind you are to others
13. How kind you are to yourself
14. How often you say "I love you"
15. How often you say "thank you"
16. How you express your feelings
17. Whether or not you ask for help
18. How often you practice gratitude
19. How many times you smile today
20. The amount of effort you put forth
21. How you spend/invest your money
22. How much time you spend worrying
23. How often you think about your past
24. Whether or not you judge other people
25. Whether or not you try again after a setback
26. How much you appreciate the things you have

27. Your ZOOM experience!

Typical Webcam Set-up Not Optimal

Candidate looking down

Webcam too low

No flattering
lighting

Optimal Webcam Set-up

Webcam is elevated

Two clip
lights on
either side

**Looking Down = Unflattering
angle and can put lights
behind your head**



**Eye Level = Much nicer
angle and has a more
conversational look.**



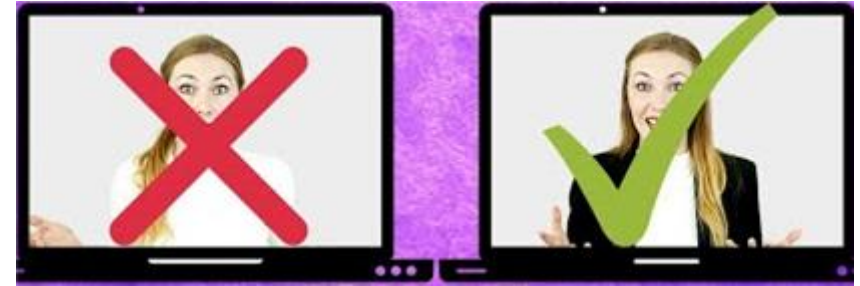
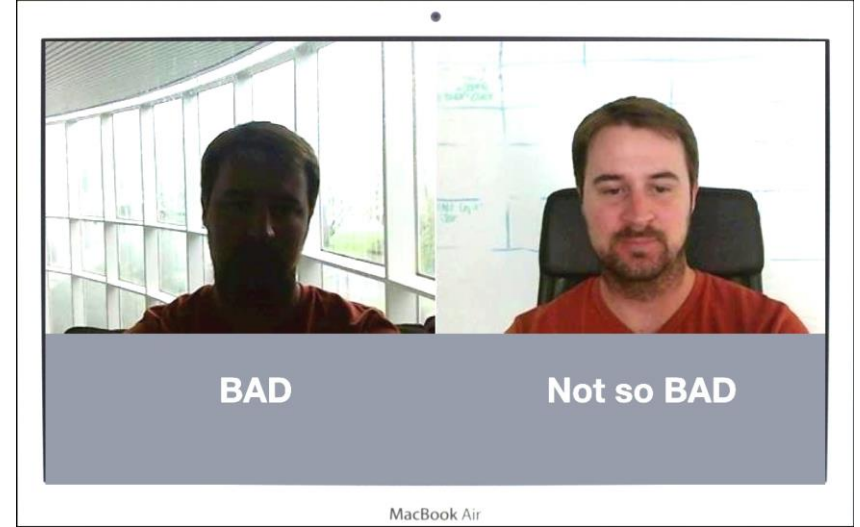
Practice

- Mock interviews
- Record yourself
- Be ready for common questions and behavioral interviews
- Try to schedule most preferred programs mid to late

*“There is no glory in practice,
but without practice,
there is no glory .”*

Interview Day

- Setting of Interview
 - Virtual Background
 - Lighting
 - Audio
 - Interruptions
- Appropriate Attire



Conversation

Not Different than usual

Prepare questions

Know your program and your interviewer

Other thoughts

- Close other programs on your computer or laptop
 - Easy to forget
 - Avoid a slow down of your operating system that could affect video/audio feed
 - Avoid interruptions by alert chimes or popups
- Have a professional profile name and profile image
- Keep a cheat sheet
- Know how to mute (in case of emergency)
- In case of Bluetooth headsets make sure they are paired to only one device (not phone and laptop)

Examples of virtual interview distractions

- Adjusting glasses, tie or hair
- Minimize eyeglass glare
- Swiveling or fidgeting
- Touching or scratching face
- Interruptions or noise- phones, watch with alerts
- “Loud” background artwork
- Too close or too far from camera



IN CAMERA TILTING HEAD METHOD



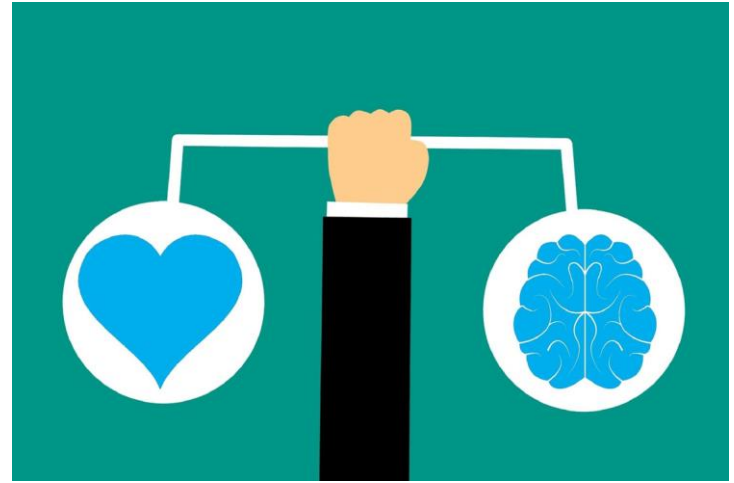
Where to look?

- Practice looking at the webcam and back at screen
- Don't forget to smile; be upbeat
- Speak a little slower



Interviewing

- Behavioral questions
 - Teamwork Oriented
 - Problem Solving
 - Initiative/Leadership
 - Interpersonal Skills
 - Challenge/Stress/Pressure
- Avoid overly long stories-high level summary vs. comprehensive presentation
- Speak clearly, avoid mumbling



Tips for IMGs

- Look for IMG friendly programs
- Apply early
- Do your homework about visas
- Be ready to explain your training/work experience
- Gaps in training
- Self promotion--high context (collective focus) vs low context cultures (individual focused)
- Language barriers/accents--slow down and clarify



Don't let time zones trip you up

Community Programs

- Synchronous vs Asynchronous Interviewing
 - Variations
 - Videos, social media variability
- Be flexible and stay organized with times
 - Food and water available
- Faculty availability/resources
 - Covering patients/interruptions
 - Covid outbreak



Virtual Interviewing

- Preparation and planning are essential!
- Be yourself
- Learning curve for everyone

ANY
QUESTIONS?

