

Finding good fit trainees during the application and interview process

Gabriel Bosslet MD, MA
Fellowship Director

Pulmonary, Critical Care, Sleep, and Occupational Medicine



SCHOOL OF MEDICINE

Or: How we are all (probably) doing it wrong

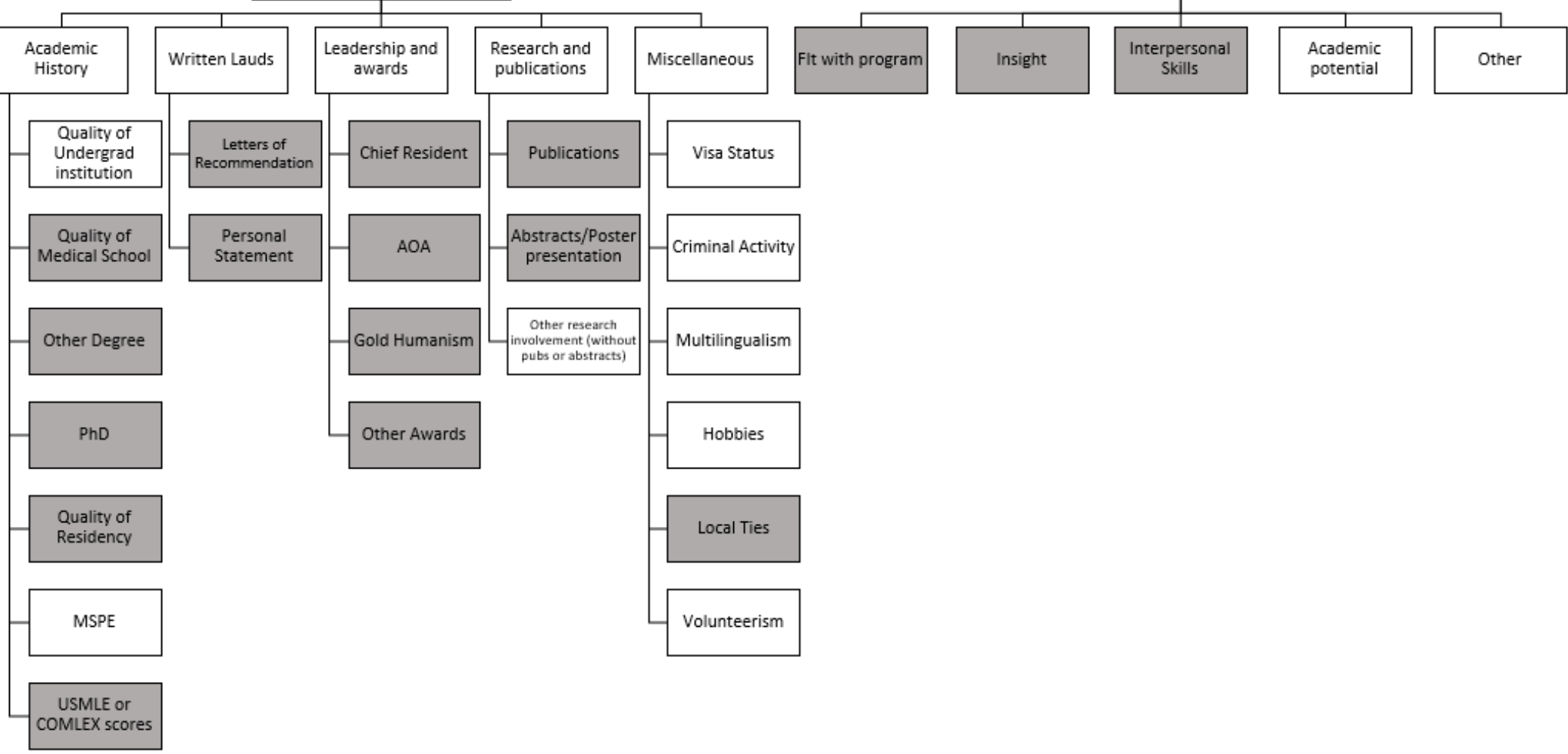
Or: Using the interview process to find
diamonds in the rough

I have no conflicts of interest

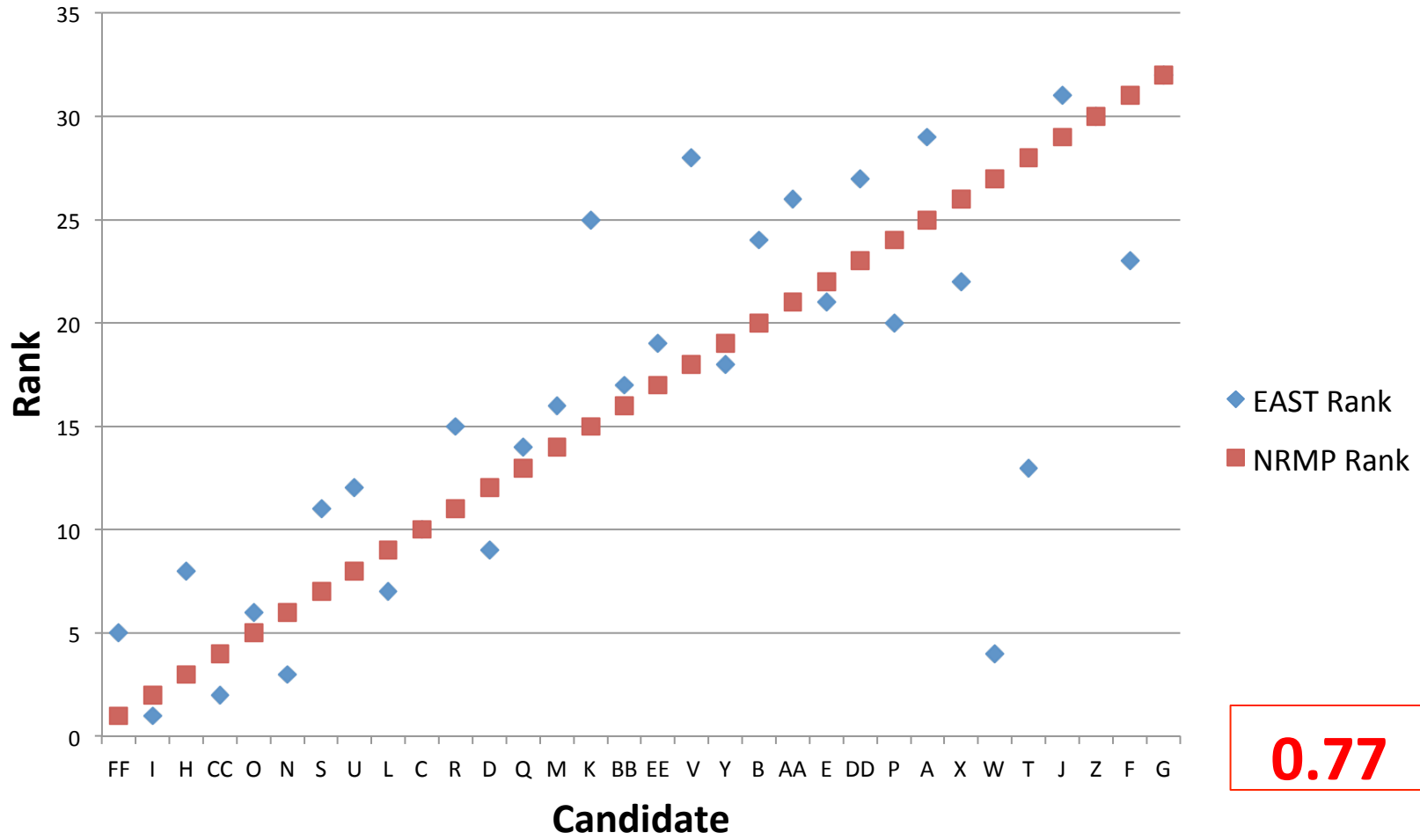
- College
- Medical School
- Other Degrees
- Age
- Misdemeanor/felony
- Medical licensure
- Residency
- Chief Resident
- Volunteer experience
- Research experience
- Peer-reviewed publications
- Peer reviewed abstracts
- Poster presentations
- Oral presentations
- Languages spoken
- Citizenship/visa status
- Hobbies/interests
- Awards
- Letters of recommendation
- Medical school transcript
- MSPE
- Personal statement
- AOA
- Gold Humanism
- USMLE scores
- Local ties

EAST

IST



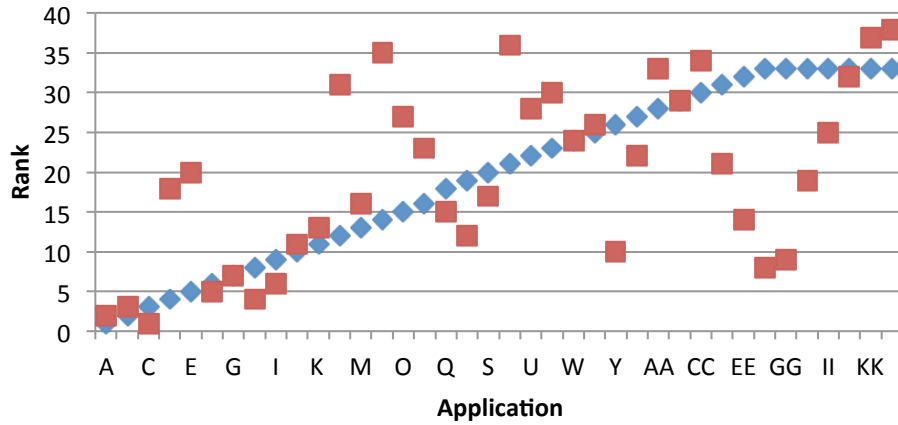
NRMP Rank v. EAST-IST Rank



0.77

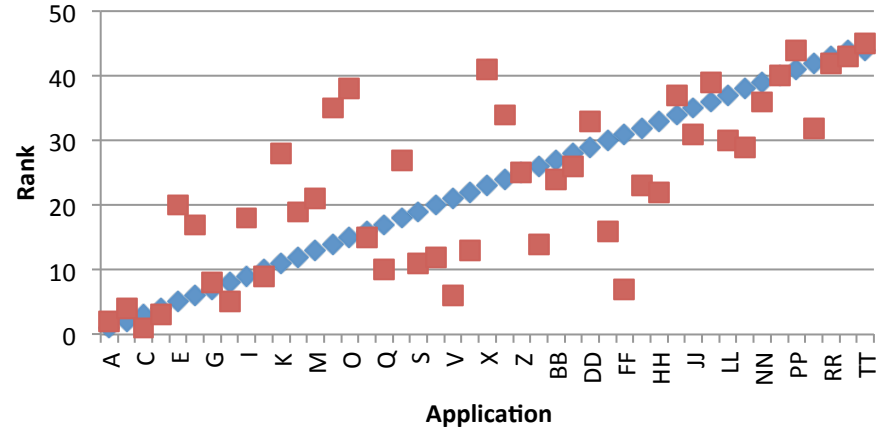
0.54

Program 1



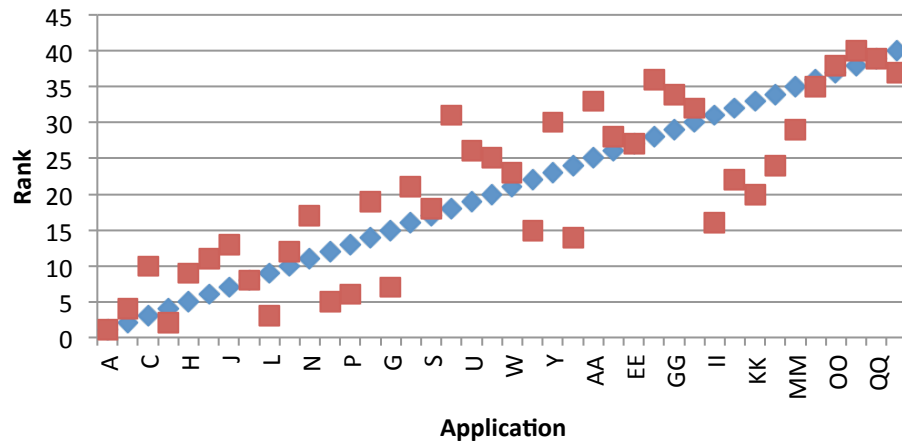
0.72

Program 2



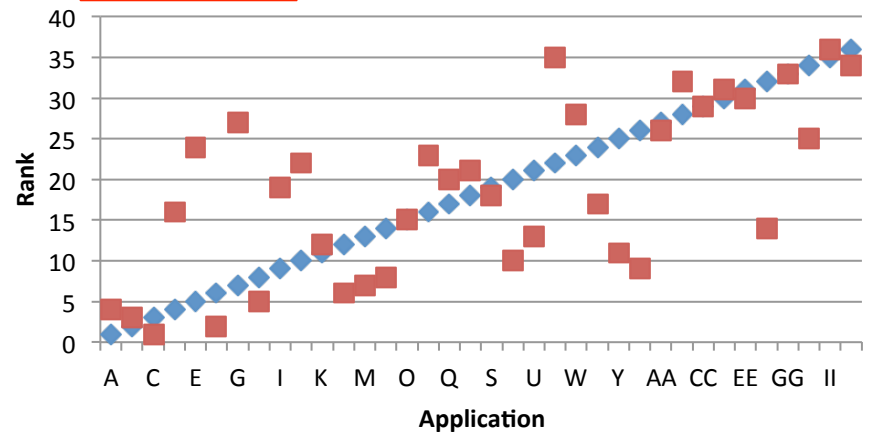
0.84

Program 3

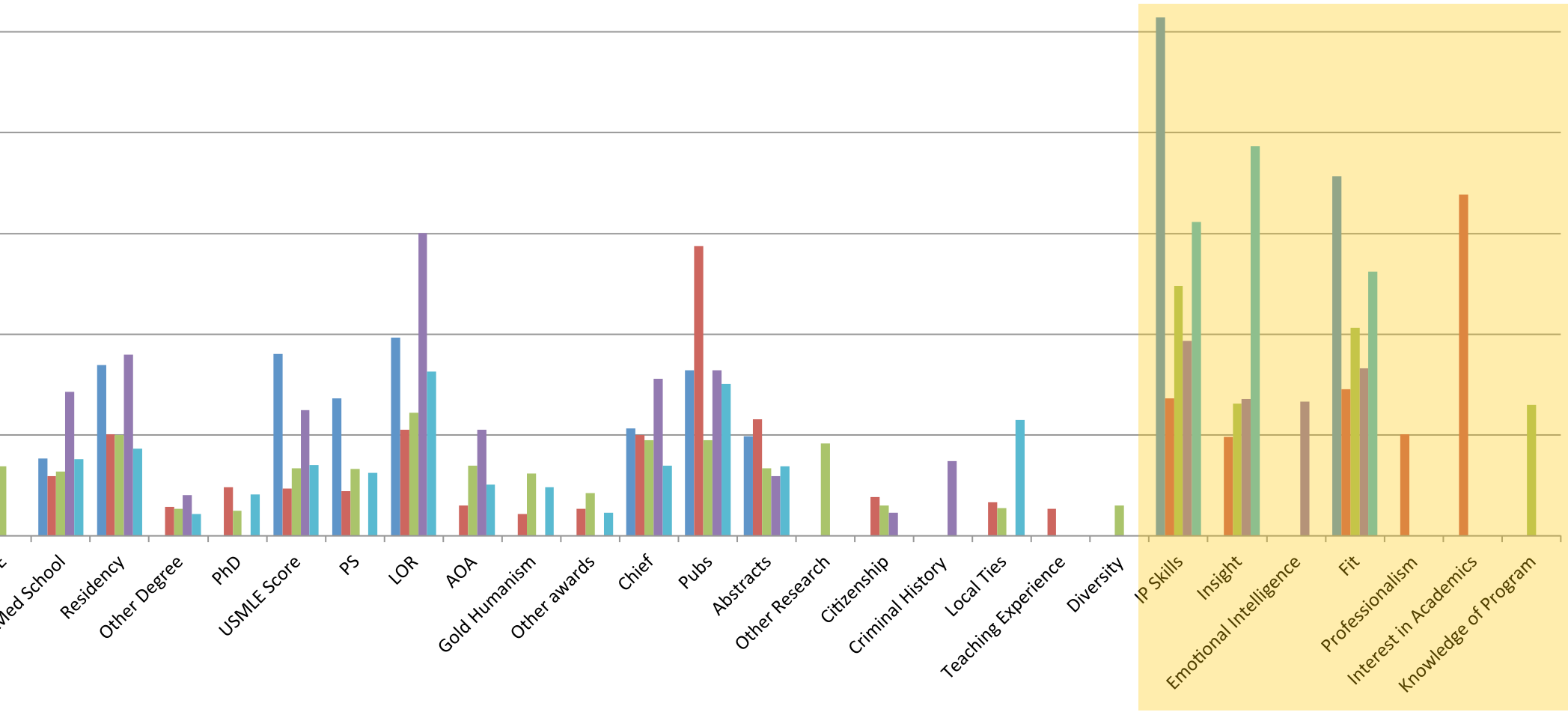


0.65

Program 4



Component weights by program



Deconstructing the interview process

The 4-boxes of interviews

	Good interview	Bad interview
Great application	True positive	False positive
OK application	False negative	True negative

Applied H.R.M. Research, 2010, Volume 12, Number 1, pages 121-136

From Science to Practice: Seven Principles for Conducting Employment Interviews

Allen I. Huffcutt
Bradley University

7 Research-based principles for conducting interviews

Acknowledge judgments are imperfect

Know as little as possible about candidates

Avoid poor questions

Use interview structure

Avoid early judgments

Watch for applicant performance effects

Utilize multiple sources of evidence

We think we do this well

Table 9

Mean Validities and Standard Deviations of Various Predictors for Entry-Level Jobs for Which Training Will Occur After Hiring

Predictor	Mean validity	SD	No. correlations	No. subjects
Ability composite	.53	.15	425	32,124
Job tryout	.44		20	
Biographical inventory	.37	.10	12	4,429
Reference check	.26	.09	10	5,389
Experience	.18		425	32,124
Interview	.14	.05	10	2,694
Training and experience ratings	.13		65	
Academic achievement	.11	.00	11	1,089
Education	.10		425	32,124
Interest	.10	.11	3	1,789
Age	-.01		425	32,124

Hunter and Hunter, *Psychological Bulletin*, 1984.

Know as little as possible about candidates before the interview



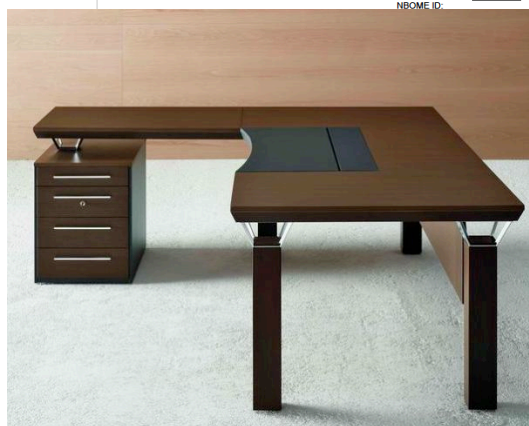
Application A MyERAS Application - (Page 1)

MyERAS Application

General Information

Name:	██████████	Applicant ID:	██████████
Previous Last Name:	██████████	AAMC ID:	██████████
Preferred Name:	██████████	USMLE ID:	██████████
School:	Ross University School of Medicine	NBCOME ID:	██████████

Yes
No



FILED: No
DEA Reg. #: None
Board Certification: No
Medical Licensure
Suspended/Revoked/Voluntarily Terminated: No
Ever Named in a Malpractice Suit? No
Past History? No



Avoiding false positives- finding “diamonds in the rough”

	Good interview	Bad interview
Great application	True positive	False positive
OK application	False negative	True negative

Landy, F. J., & Conte, J. M. (2007). *Work in the 21st century* (2nd ed.). Malden, MA: Blackwell Publishing.

f I don't see their application, what in the hell am
going to talk to them about?"

Avoid poor questions

Where do you see yourself in 5 or 10 years?

– “In an academic setting”

What are your weaknesses?

– “Sometimes I work too hard”

What research background do you have?

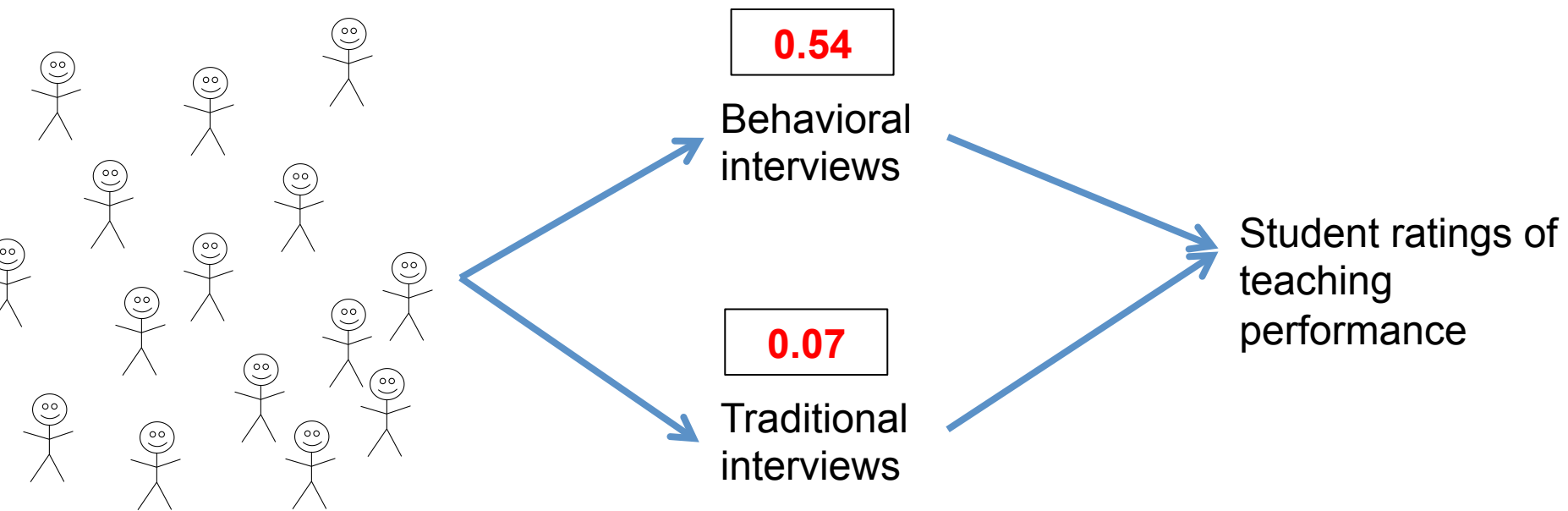
– “I want to give research a shot”

Initial Comparisons of Patterned Behavior Description Interviews Versus Unstructured Interviews

Tom Janz

Department of Business Administration
Simon Fraser University, Burnaby, British Columbia, Canada

Journal of Applied Psychology
1982, Vol. 67, No. 5, 577-580



Discuss an experience that allowed you to learn something important about yourself. How will this lesson apply to fellowship?

What should the interview assess?

Medical Knowledge

Patient Care

Systems-Based Practice

Professionalism

Practice Based Learning and Improvement

Interpersonal Skills and Communication

One of your long time COPD patients had a CT scan performed for weight loss that shows a mass- you note that this mass was present on a CT from 1 year ago that was obtained during a hospitalization (you weren't taking care of her then). You did not notice this before, despite having access to this scan. How do you handle this?

Give me an example of a time you received difficult feedback and how it affected you

tell me about a time you made a medical error and how you handled it

You have a patient who died because of an airway issue- the attending MD was in clinic at the time. The family asks to speak to the attending, and when you call her, she says she is not willing to talk to them because she wasn't there when the patient died. How do you handle this?

tell me how you know you connected with a person
you have helped or who you have cared for

4 steps

Admit you aren't as good as you think

Don't review the application before the interview

Come up with 5-6 behavioral/situational questions to ask each applicant

Score the interview before you score the application



SCHOOL OF MEDICINE