# Preparing for Virtual Interviews

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# Let's be clear…

- I have never done large scale virtual interviews for our residency program

- Medical students and fellows are embarking on a match cycle unlike any other

- There will be incidents and hiccups outside of our control but let's focus on the things you can control..

# Be prepared

- Know your CV
    - Activities
    - Research projects
    - Personal statement
    - Interests

- Know the program
    - Look at the website!
    - Faculty (who is chair, PD, etc.)
    - Locations
    - Research labs/opportunities
    - Talk to others…

- Think about "common" questions you will be asked:

  - Why orthopaedics?
  - Why do you want to come to our program?
  - Why should we put you at the top of our list?
  - What is your biggest strength / weakness?
  - Accomplishment you are most proud of…
  - Time you failed…
  - Difficult decision…
  - Biggest challenge you have faced…
  - Some ethical question(s)
  - Interesting case/consult/patient
  - Any "blemish" on your application
  - What will you do if you don't match?
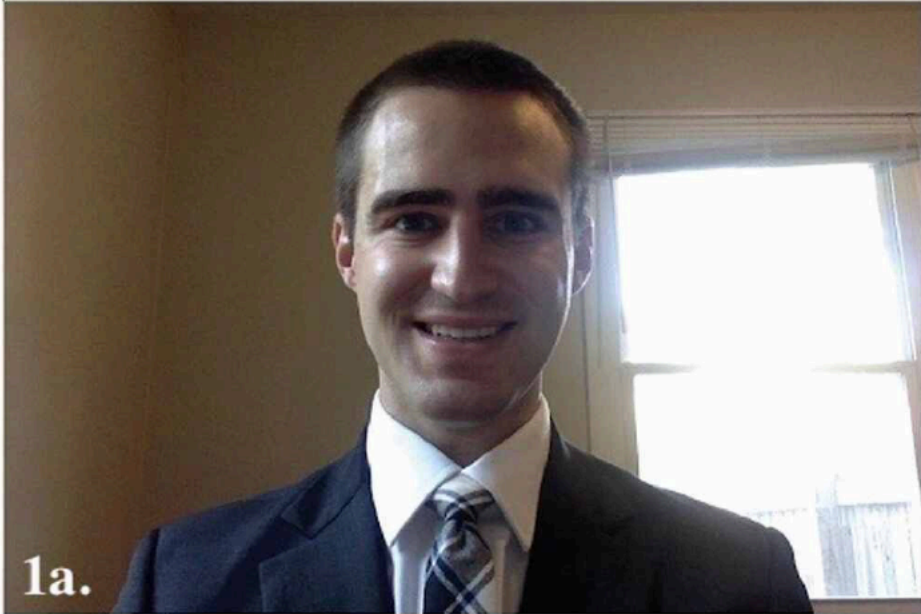  - Have good clean joke…

# Be organized

- Make a schedule or calendar
- Ensure you have links
- Do you need to update/download platform?
- Check and double check any time zone difference
- Note "call in" number if tech difficulties arise
- Note # of interviews, format
- Have a file or set of notes you can reference or debrief from immediately after

# Virtual Interview

- Have a setup that works and that you use
  - Computer that you trust and that works
    - Camera
    - Mic or headphones?
    - Power source
  - Quiet room or location
  - Well lit…but not <u>too</u> well (lamps, windows)
  - Background that is not distracting
  - Good internet (Ethernet line backup if needed?)
  - Shirt/blouse/suit/dress
  - Do a dry run!

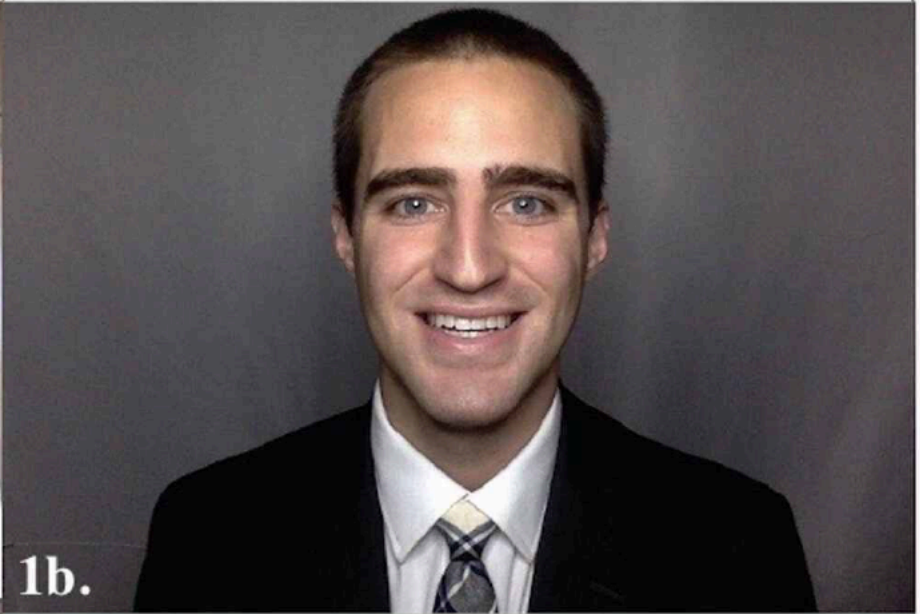|  | Before | After |
|---|---|---|
| 1a. | | 1b. |
| 2a. | | 2b. |

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**TABLE 1.** Examples of Virtual Interview Distractions

Adjusting glasses, tie or hair
Glare from glasses (opt for contacts)
Staring at the screen rather than the camera
Swiveling or fidgeting in chair
Touching or itching face
Interruptions or noise from pets or other people
"Loud" background art or photos

# Virtual interview

- Speak clearly
- Speak slowly
- Pause between questions/answers
- Be polite
- Be honest

# Pearls

- Hard shutdown and restart before interviews
- Fluid management!
- Close out all other computer apps
  - Messenger
  - Mail
- Look into camera not screen
- Know how to jump to cellular hotspot
- Assume mic and camera is <u>always</u> hot

KEEP
CALM

Thank you
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