

A Primer On The Radiology
Interview Process For The
Radiology Resident And
Attending:

Evaluation And Keys to
Performance On Behavioral
And Traditional Interviews

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Introduction

Radiology residency programs and radiology practices screen for candidates who are most likely to succeed. **Cognitive abilities or intelligence** are undoubtedly crucial predictors of success and can be reflected by test scores, publications, or awards listed in candidates' resumes. Research has found that a greater indication of success comes from **non-cognitive traits**.

As the medical practice becomes more interdisciplinary and service-oriented, it is increasingly important for radiology interviews to evaluate candidates' soft skills and overall fit with the program.

Our exhibit aims to educate and prepare candidates, including radiology residents and attendings, for the two most common interview styles--**behavioral and traditional interviews**--that programs use for screening.

01 | **Key non-cognitive qualities**, or personality traits that are more accurate predictors of success than actual intelligence levels

1

SELF-REGULATION

- Manage emotions in negative situations
- Think before acting

2

GROWTH MINDSET

- Welcome challenges and setbacks
- Have the confidence to overcome obstacles

3

RESILIENCE

- Persistence
- Able to accept failure and continue to seek solutions and alternatives

4

PASSION

- Enthusiasm
- Go above and beyond the simple job performance

5

EMPATHY

- Understand your colleagues' or clients' point of view
- Build trust and rapport

6

CONSCIENTIOUSNESS

- Responsible
- Dependable
- Organized
- Planning ahead

7

OPENNESS TO EXPERIENCE

- Curious about new things and excited to learn
- Desire to know how and why things work

8

SOCIAL SKILLS

- Promote teamwork
- Contextual performance and strengthening of social networks

Top 5 Personal characteristics rated as most essential by residency program directors

Ethical/Honest

Team Player

Self-motivated

Responsible/mature

Professional
communication

- VanOrder, T. et al. "Residency Program Directors' Interview Methods and Satisfaction With Resident Selection Across Multiple Specialties." JAOA, 2017.

Two common interview styles for evaluating candidates:

Traditional Interview

- Mainly consists of questions that are general and close-ended, such as
 - “Tell us about yourself.”
 - “What do you do in your current position?”
- Often set up hypothetical situations that may or may not reflect how applicants really behave
- More prone to interviewer’s personal bias

Behavioral Interview

- Developed in the 1970’s, the interview style is based on the belief that past behaviors and real life examples can **make better predictions of future performance**
- **It is becoming popular** because interviews can be more effective by designing questions that apply specifically to the position, such as:
 - “A person in this position had difficulty with _____. Tell us about a time when you felt similar pressure and how you dealt with it?”

03 | Interview skills to help you get hired

- Prepare for both types of interviews. **Practice, Practice, Practice.**
 - ◆ Program interviews often consist of interviews with current residents or fellows, as well as one-on-one faculty interviews.
 - ◆ Set up mock interviews with colleagues and advisors/mentors for feedback.
 - ◆ Interviews may happen **over the phone**. Practice answering your own questions and listening to the recordings.
- Know the facts about your work history and your prospective employer
 - ◆ Prepare for follow up questions. Know more details than you think you need to know.
 - ◆ Have questions ready to ask.
- Listen. Think before you speak. And speak clearly, coherently, and calmly.
 - ◆ Avoid talking too fast.
 - ◆ If you're really stumped, try "What a great question. Let me just take a second to think about this."

A research study in Obstetrics and Gynecology residency applications showed that advanced applicant age and a history of work experience before medical school are associated with better performance on behavioral interview questions about leadership, coping, and conflict management.

- In the other words, when an applicant is able to share past experiences that are relevant to the current position qualifications, interview performance improves.

- Think about categories of questions that programs may ask, such as:
 - ◆ The skills or competencies necessary for the position
 - ◆ The culture of the organization
 - ◆ Questions that can evaluate for the desirable traits as described previously

- Starting in residency interviews, programs are looking to see if you may be the right candidate for a long term position, such as a fellow or faculty member
 - ◆ Show them who you are by expressing your values and motivations

Use **S.T.A.R.** as a framework to organize your response

SITUATION

- The situation that you were involved in that had a positive outcome
- **Avoid describing a situation that does not show the required competency**

TASK

- What was required of you
- Describe the obstacles that was encountered
- **Avoid going into unnecessary details**

ACTION

- What actions did you take to overcome the obstacles
- **Avoid speaking hypothetically**

RESULT

- Highlight the positive outcomes
- **Avoid ending without a positive point**

04 | Sample Traditional Interview questions

1. What are your long-term career goals and objectives?
2. When and why did you establish these goals?
3. How are you preparing yourself to achieve them?
4. What specific goals, other than those related to your occupation, have you established for yourself for the next 10 years?
5. What do you see yourself doing 5 years from now?
6. What do you consider to be your greatest strengths and weaknesses?
7. If you were hiring a graduate for this position, what qualities would you look for?
8. What have you done in the past to contribute to a teamwork environment?
9. How do you decide what gets top priority when scheduling your time?
10. What do you do when your schedule is suddenly interrupted? Give an example.

04| Sample Behavioral Interview questions

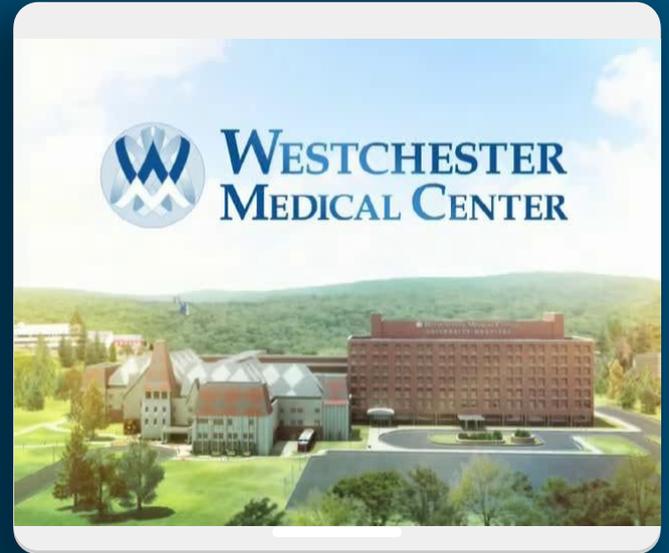
1. Describe a situation in which you recognized a potential problem as an opportunity. What did you do?
2. Describe a time when you got colleagues who dislike each other to work together. How did you accomplish this? What was the outcome?
3. Describe a situation where you had to “think on your feet” to handle an emerging unexpected situation.
4. Tell me about a time when you made a mistake. What were the repercussions? How did you handle it? What did you learn?
5. Tell me about a goal you reached and how you achieved it.

04| Sample Behavioral Interview questions

6. Describe a situation when it was difficult to get buy-in or cooperation from your colleagues or team? How did you win them over?
7. Give me an example of a time when you went above and beyond the call of duty.
8. Describe a situation when you were able to have a positive influence on the action of others.
9. Tell me about a situation when you had to speak up in order to get a point across that was important to you.
10. Have you ever had to “sell” an idea to your co-workers or group? How did you do it? Did they “buy” it?

Conclusions

A practical knowledge of the radiology interview process can help both the radiologists and radiology programs find the best match.



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