



Effective Applications & Interview Techniques

This session...

- ▶ Examine different types of questions you might encounter
- ▶ Provide hints and tips on how to approach questions and structure answers
- ▶ How to present your evidence for questions effectively
- ▶ Common AFP question themes, how to talk about your research.

What we assume you've already done...

- ▶ Read and understood the person specifications for your preferred Units of Applications
- ▶ Looked at the Academic Compendium and Rough Guide
- ▶ Updated your CV (and know everything in it)
- ▶ Talked to F1/F2 doctors on AFP
- ▶ Reflected from previous interview experiences.

Understand what recruiters want

- ▶ Consistently high clinical acumen
- ▶ Consistently high academic achievement
- ▶ An understanding of:
 - principles of medical research
 - importance of effective teaching
 - principles of ethical research

How should I portray myself?

- ▶ Someone who...
 - ▶ ...is patient focused.
 - ▶ ...can efficiently process information, prioritise tasks and cope with pressure
 - ▶ ...can work effectively with others
 - ▶ ...reflects and raise concerns or issues as appropriate
 - ▶ ...has insight into their role as part of a larger team and can ask for help appropriately.
 - ▶ ...is committed to self-improvement

Think of it...

...as an oral examination

Question types

- ▶ Understanding/Competency
- ▶ Scenarios
- ▶ Experience/Reflective
- ▶ Motivation
- ▶ Academic
- ▶ Many more (ISC medical interviews is a great book)

My interview strategies

- ▶ Signposting
- ▶ Objectivity & Facts
- ▶ 'I' NOT 'We'
- ▶ Verbs NOT Adjectives
- ▶ Strategies to buy thinking time
- ▶ CAMP (Clinical Academic Management & Personal): Motivation
- ▶ STAR (Situation Task Action Result/Reflection): Example
- ▶ SPIES (Seek info. Patient safety, Initiative, Escalate & Support): difficult scenarios

Verbs NOT Adjectives

- ▶ "For my intercalation project, I **had to** undertake an analysis of hydrogel mechanical properties. This **involved** doing several experiments. An excel sheet **was used** to keep track of data collected. This project was **finished** on time and was awarded a Masters with Merit."
- ▶ "I **devised** and **prepared** an analysis of hydrogel mechanical properties for my intercalation project. I **obtained** a substantial amount of data and **created** a database to **analyse** and **interpret** this material. I **Completed** this project three weeks ahead of schedule and **achieved** a Masters with Merit."

Generic approach

- ▶ Break down questions into component parts – use frameworks
- ▶ What are the main themes/issues in this question?
- ▶ Be as specific as you can whilst remaining concise in your
- ▶ Descriptions – don't use generic statements
- ▶ Explain **what, how** and **why**
- ▶ **What you learnt** from your experiences or observations
- ▶ **How you will apply this** learning as an AFP doctor
- ▶ What you want to gain from the programme
- ▶ What you have to contribute to the programme

Tackling scenario questions

- ▶ What are the key words/objectives? – prioritise?
- ▶ What are the issues?
- ▶ What are the options available?
- ▶ Important factors, support and appropriate information?
- ▶ What would you do? (SPIES)

How to get the AFP

- ▶ Understand the system.
- ▶ Individual sites: why, positives and negatives.
- ▶ Talk to people who have been through the process recently, especially those who have got the job!
- ▶ Calling the Postgraduate Office - put you in touch with the relevant applicants
- ▶ Ensure your application evidence is all in place
- ▶ Preparation & success at interview