

CaRMS Interview Q&A Guide

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Following is a list of sample questions you may get asked during your CaRMS interviews. We've offered some suggestions, as well, on how best you can answer them.

Regardless of the question, it will be important that you stay on track and not wander too much in your response. Your responses should be relatively short, no more than 2-3 minutes per answer. Otherwise, you risk losing the attention of the interviewer(s).

To do this, we encourage you to use the STAR technique: explain the **SITUATION**, the **TASK** at hand, **ACTION(S)**, taken and the **OUTCOME**. Whether the question is situational, behavioural or knowledge based, you should be able to answer using the STAR technique. Even questions related to getting to know you, such as "Tell us about yourself," can be made easier by using this technique.

QUESTION	TIPS FOR ANSWERING: STAR TECHNIQUE
<i>Tell us about yourself.</i>	<p>Situation: provide some background information, such as where you are from, including any pieces that may have led you to medicine and any other elements from your background that are relevant to the program you are applying to.</p> <p>Task: getting into med school. Give a brief outline of your education, which then led you to medicine.</p> <p>Action: provide some details on how you accomplished getting into med school, outside of just your education. What are some of your proudest achievements? This is meant to show the interviewers what activities you have been involved in. This could be research, volunteerism, participation in varsity sports, leadership activities, etc.</p> <p>Outcome: you made it through med school and are now applying to a residency program. Finish with some personality traits that make you the ideal candidate, such as "in addition to being passionate about (program you are applying to) I am also goal oriented, have excellent communication skills and easily adaptable to changing situations. I am also an outgoing person who enjoys (insert some interests you have outside of medicine)."</p>
<i>Why this program?</i>	<p>Situation: what led you to applying to this specialty? Was there a particular elective, mentor, experience?</p> <p>Task: after choosing this specialty, what did you do to learn more about it? Outline any electives or research you may have completed.</p> <p>Action: what actions did you take? Did you do electives, research, etc.</p> <p>Outcome: the result of the above led you to where you are – interviewing for this specialty. Outline what interests you most about this program, particularly at the location you are interviewing for (ex. Why Dalhousie? Why U of T? Etc.) Do a little research ahead of time so you are aware of what is going on within the program and can speak to it, if only in general terms.</p>

QUESTION	TIPS FOR ANSWERING: STAR TECHNIQUE
<p><i>Tell us about a time where you experienced a conflict with someone. How did you handle it?</i></p>	<p>Situation: summarize the situation.</p> <p>Task: what was your task or role in the situation?</p> <p>Action: what action(s) did you take to resolve the situation?</p> <p>Result: what was the outcome? Include any lessons learned and if/what you would do differently if you were to find yourself in a similar situation in the future.</p>
<p><i>Tell us about a difficult clinical situation you have encountered.</i></p>	<p>Situation: summarize the situation – who, what, when, where.</p> <p>Task: what was your role specifically? What tasks were assigned to you and/or what are the tasks you undertook?</p> <p>Action: what did you do?</p> <p>Result: what was the result or outcome? Was the outcome good or bad (it's ok either way, not every situation is going to end well). As with the above question, identify anything you would do differently, lessons you learned, etc.</p>
<p><i>Describe a situation in which you may have made mistake or failed at something. How did you handle that situation?</i></p>	<p>Situation: outline the situation.</p> <p>Task: your role/responsibilities/task(s).</p> <p>Action: how did you overcome the situation? What actions did you take?</p> <p>Results: outcome of the situation. Explain what you learned about yourself and your ability to overcome failure and/or challenging situations, including anything you would do differently.</p>
<p>MMI type question: <i>You notice that a fellow resident is not completing their work and you have concerns it may be impacting patient care. What do you do?</i></p>	<p>Situation: the situation has been given to you.</p> <p>Task: your task is to remedy this situation.</p> <p>Action: what actions do you take to solve this problem? Outline attributes you believe are essential for success as a doctor and integrate these into your actions. Ex: good communication – you will likely have to communicate with the fellow resident to find a solution to the problem; integrity – important aspect of patient care and/or ability to think critically to find a solution.</p> <p>Result: outline what you hope the result will be, including any follow up you would do in this situation to ensure that it doesn't continue to happen.</p>
ADDITIONAL INFORMATION	
<p>Do you have any questions?</p>	<p>Yes! Make sure you prepare 2-3 questions to ask at the end of the interview, just in case there is time. You want to show interest and enthusiasm in the program, so make sure the questions are meaningful (i.e. do not ask questions that can be easily found on the program's website).</p>
<p>Additional questions you may get asked:</p>	<ul style="list-style-type: none"> • What are your overall career goals? • What do you do outside of medicine? What are your interests? • Where do you see yourself in 5 years? Who is/was your biggest influence growing up? • How confident are you that you are the right person for this residency spot and why?