CaRMS Virtual Interview Prep

Your guide for a successful interview!

Best Practices

1. **Equipment**
   - Choose a device with clear video and sound.
   - Turn off distracting messages/notifications.
   - Test your lighting before the interview.

2. **Location**
   - Find a quiet, private location.
   - Let others in your household know about the interview to prevent disruptions.
   - Avoid virtual backgrounds and make sure your real background is professional.

3. **Internet Connection**
   - Check your internet speed and get feedback from practice interviews.
   - Keep the interviewer's or school's contact info handy in case of technical issues.
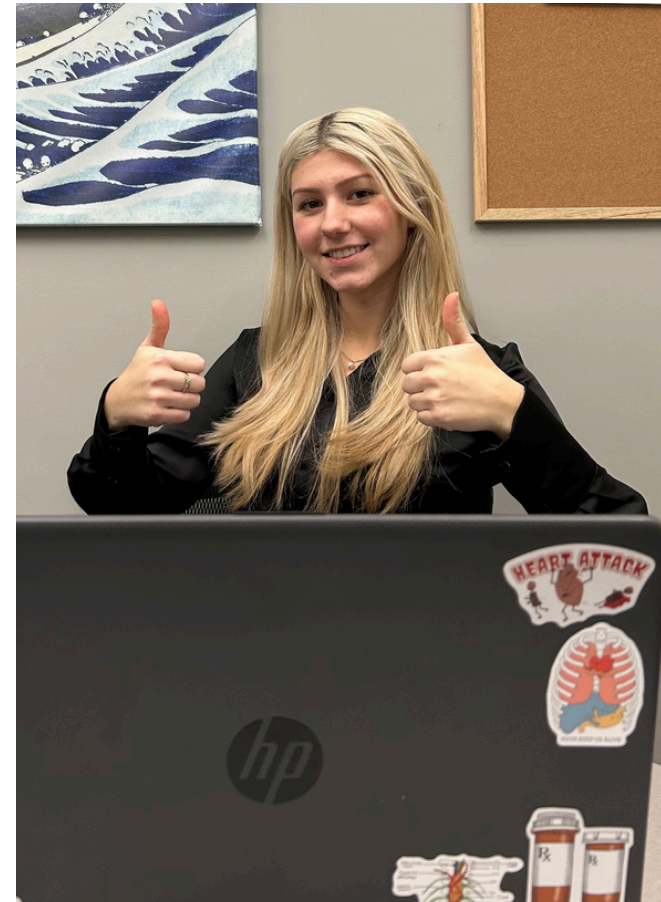
4. **Professional Attire**
   - Dress professionally from head to toe, just like an in-person interview.
   - Wear pants in case you need to stand up during the interview.

Virtual Interview Set Up

1. Dress professionally, head to toe
   - Professional attire can range from formal (suits, ties, dresses) to business casual (button-up shirts, blouses, slacks, skirts), aiming to convey competence, respect, and seriousness.
   - Yes, this means pants as well!

2. Simple backgrounds, no distractions
   - Use natural light or have a good lighting set up.
     - Student Affairs has Ring Lights available to borrow
   - Check for glare or shadows.

3. Ensure you're occupying 10-20% of the screen.
   - This conveys that you're the focus of the frame.

4. Maintain eye-contact by looking into your device's camera
   - Although your interview is conducted virtually, your body language is as important.
   - Maintaining good eye contact is possible and makes a significant impact professionally.

5. Remember to breathe and relax because you got this!
   - Remember, this interview is your chance to showcase not only your medical knowledge and skills but also your passion for the field.
   - Be yourself, showcase your skills, experiences, and passion with authenticity, and trust that your unique qualities will shine through!

Complete Resources: WWW.CMA.CA/RESOURCES/CARMS-PREP

CaRMS Virtual Interview Prep

Your guide for a successful interview!

Interview Format & Strategies

1. **One-on-one**
   - Expect to answer questions from one interviewer
2. **Panel**
   - Expect to answer questions from a group of 2-3 interviewers
3. **Multiple Mini Interviews (MMI)**
   - You'll go through 5-8 interview stations with different scenarios or themes.
   - Stations may include one-on-one interviews, standardized patients/actors, writing tasks, or ethical scenarios.
4. **Closed File & Open File Interview**
   - **Closed:** The interviewer doesn't see your CARMS profile and only knows what you share. You'll need to mention highlights from your application in your answers.
   - **Semi-open:** The interviewer can see parts of your CARMS file (e.g., CV or personal letter).
   - **Open:** The interviewer has access to your full CARMS file and may ask about specific experiences mentioned in your CV or personal letter.

Types of Interview Questions

1. **Behavioural**
   - **Focus on** how you've shown behaviors, knowledge, skills, and abilities.

   Example questions:
   "*What do you do when...?*" or "*Give me an example of...*".

2. **Situational**
   - **Focus on** the future and how you would approach a hypothetical situation.

   Example questions:
   "*What would you do if...*"
   "*How would you manage...*"

3. **Knowledge-based**
   - These are questions that require background knowledge of common situations in a specialty or questions related to medical/personal ethics.
     - Often presented as clinical scenarios

4. **Getting to know you**
   - These are questions unrelated to medicine and medical training.

   Examples:
   "Tell me about yourself", "Why are you applying to this specialty?", "Tell me about a mistake you made and how did you manage it?"

Other things to Consider

1. **Virtual Factors**
   - Use an appropriate background.
   - Display your full name.
   - Ensure good lighting.
   - Be centered on the screen.
   - Minimize technical issues.
   - Check audio and video quality.

2. **Non-verbal Behaviours**
   - Appear relaxed and confident.
   - Maintain appropriate eye contact.
   - Sit with good posture.
   - Use friendly or enthusiastic facial expressions.
   - Speak with an appropriate tone of voice.
   - Practice active listening.
   - Use natural, non-distracting hand gestures.

3. **Response Content**
   - Answer questions fully.
   - Mention relevant or specific experiences.
   - Provide enough context for your examples.
   - Make sure you understand the program or specialty.

Other things to Consider cont'd

1. **Response Format**
   - **Pacing:** not too slow or too fast.
   - Remain on-topic.
   - Logical/Easy to follow storytelling.
   - Minimize filler words or phrases.
   - Speak clearly.

2. **Approaching Questions**
   - Here's the simplified version:
   - Appear relaxed and confident.
   - Maintain appropriate eye contact.
   - Sit with good posture.
   - Use friendly or enthusiastic facial expressions.
   - Speak with an appropriate tone of voice.
   - Practice active listening.
   - Use natural, non-distracting hand gestures.

3. **Star Framework Behavioural Questions**

   Situation - When? Where?

   Task - What? Why?

   Action - What did you do?

   Results - Explain the outcome

Complete Resources: WWW.CMA.CA/RESOURCES/CARMS-PREP