**Interview Question Areas of Focus at UWSOM**

* **Motivation and exploration**
* **Communication skills**
* **Empathy**
* **Knowledge of the field of medicine**
* **Analytical thinking/problem solving**

##### **Motivation and exploration**

##### What excites you about a career in medicine?

##### What concerns you about a career in medicine and how do you get past your concerns?

##### How did you decide that being a doctor was the right career for you?

##### How have your experiences prepared you for a career in medicine?

##### What personality characteristics do you have that will make you a good doctor?

##### **Communication skills**

##### Can you express an idea or thought concisely? (in less than 1-2 minutes)

##### Do you rephrase what someone has just told you to make sure you understood it correctly?

##### Do you look for body language signifying emotional reaction such as agreement, disagreement, annoyance, happiness, fear, anger, excitement, disappointment or despondency?

##### Do you interrupt someone when they are speaking to you?

##### Share an example of how you were able to motivate employees or co-workers or teammates

##### What do you do if you disagree with a co-worker?

##### What are important components of a productive conversation between people who disagree?

##### Describe a time that you had to explain to someone your view when they did not agree with you. What went well and why and what could be improved?

##### Tell me about a time when you later realized you had treated someone differently because of an unconscious bias. What did you learn from this situation?

##### Have you handled a difficult situation with a supervisor? How?

##### **Empathy**

* Can you imagine yourself in someone else’s position?
* Do you consider how someone else might feel about a situation given their experience, culture and/or social context?
* Can you replace your hopes and plans for someone with their own hopes and plans?
* Can you understand, accept and value someone else’s opinion when it is different from yours?
* Tell us about a time when you have advocated for someone else/another group.

##### **Knowledge of the field of medicine**

##### What personal attributes do you consider most important for success in research?

##### What do you consider markers of success for a physician?

##### What personal attributes do you consider most important for success as a physician?

##### What attributes do you feel are necessary to elicit hope and trust in patients?

##### What medical error(s) have you seen and what did you learn?

##### Why do you think community service is a category on the AMCAS application?

##### If you were putting together a healthcare team, who would be on it?

##### How is the role of the physician changing?

##### What does it mean to be a professional?

##### Choose one of the issues facing healthcare today and describe how you might go about addressing it.

##### What do you think people in the U.S. are most concerned about? How might this affect their health (or not)?

##### Are you familiar with the term “health inequity”? How would you define it and what are some of the factors contributing to it?

##### What is the most important healthcare issue confronting disadvantaged communities and what would be your first steps to address this issue?

##### **Analytical thinking/problem solving**

##### If you had all the money in the world and could snap your fingers, what problem would you solve? How?

##### You are on a committee to solve a particular issue. You disagree with the direction being set by the chair of that committee, and strongly feel that it is incorrect. What would you do?

##### How do you resolve conflict at work, home, in the classroom?

##### A patient brings you a very expensive gift. What would you do?

##### A patient writes you a love letter. How do you handle this situation?

##### You are called to the ER to see a patient that has a problem supposedly in your area of expertise. When you arrive it becomes obvious that this patient has a completely different type of problem. What do you do?

##### You catch a fellow student cheating on an exam. What do you do?

##### Describe a moral or ethical dilemma that arose out of an interpersonal relationship. How did you handle it?

##### There is a new drug to cure a certain type of cancer, but it is extremely expensive. How do you decide who should get the drug?

**Some Other Examples of Interview Questions:**

**What are your personal talents and gifts?**

**What brings you joy?**

**Share 3 words, without explanation, that characterize yourself**

##### **Scenario: You are caring for a multi-generational family that includes the 84 year-old grandfather you are seeing and school-age children. The family has chosen not to vaccinate their children. It is November, we are entering the flu season, and your community is experiencing a spike in Covid 19 cases. How would you council this family?**