INTERVIEW WORKSHEET #1

BEHAVIOUR DESCRIPTOR: Enthusiasm & commitment

MAIN QUESTION:
Student interns must make career path decisions at a very early stage and there a number of factors that affect this decision. Tell us about a patient that was particularly interesting that led you to consider Internal Medicine as a career.

FOLLOWUP PROBES:
+ What insights did this experience provide you with?
+ How did it influence your decision to choose Medicine?
+ How did it affect other options such as surgery or OB/GYN?

INTERVIEW WORKSHEET #2

BEHAVIOUR DESCRIPTOR: Interpersonal & communication skills

MAIN QUESTION:
Effective participation on a health care team in the hospital can be rewarding and yet it can also be challenging. Share with us the most negative episode you experienced as a student intern as it relates to interaction with paramedical staff.

FOLLOW UP PROBES:
+ What do you think led to this situation occurring?
+ How did you handle this situation?
+ What is the most valuable thing you learned about yourself from this experience?
+ How do you think this would influence your future interactions with paramedical staff?
+ Was there anything you would have done differently?
INTERVIEW WORKSHEET # 3

BEHAVIOUR DESCRIPTOR: Inquiring mind: curiosity

MAIN QUESTION: Modern medicine is driven by the scientific method. Give a clinical situation that you have experienced where further research could benefit your patient.

FOLLOW UP PROBES: + What question would you ask? + How would you proceed to answer the question?

INTERVIEW WORKSHEET # 4

BEHAVIOUR DESCRIPTOR: Communication: insight: dealing with a hostile patient

MAIN QUESTION: Patients and/or their families can, on occasion, be hostile or angry towards their care givers. Describe for us the most memorable situation in which you experienced this.

FOLLOW UP PROBES: + How did you respond? + How did you feel? + What did you learn from this experience? + Were you able to defuse the situation? + How do you think the patient/family felt at the end of the interview? + What would you do differently in the future?
INTERVIEW WORKSHEET #5

BEHAVIOUR DESCRIPTOR: Communication: empathy

MAIN QUESTION: As physicians, we often have to communicate bad news. Describe a situation in which you were involved in providing bad news to a patient or their relatives.

FOLLOW UP PROBES:
+ How did you set the scene?
+ What was the patient / family’s response?
+ How have your own life experiences helped you deal with this?

INTERVIEW WORKSHEET #6

BEHAVIOUR DESCRIPTOR: Communication: compliance

MAIN QUESTION: Patients are often non-compliant with medical therapy even when it can impact their length of life. Describe a situation in which you experienced non-compliance by a patient that could result in an adverse outcome.

FOLLOW UP PROBES:
+ How did you identify that the patient was non-complaint?
+ What advise did you give?
+ Did you follow-up and what was the outcome?
+ What did you learn from this experience?
**INTERVIEW WORKSHEET #7**

**BEHAVIOUR DESCRIPTOR:** Recognition of limitations & skill in an emergency.

**MAIN QUESTION:** All healthcare professionals encounter situations where they feel they are “in over their heads”. Describe the most critical situation that you have had to handle alone.

**FOLLOW UP PROBES:**
+ Why was this the most critical?
+ When did you realize that you needed help?
+ Who did you call?
+ Given this experience, how would you do things differently in the future?

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**INTERVIEW WORKSHEET #8**

**BEHAVIOUR DESCRIPTOR:** Role model and mentorship

**MAIN QUESTION:** In a few short months, you will be a resident. Part of the expectation of a resident is teaching student interns and other junior residents. Describe a resident you remember as an exemplary teacher and mentor and whose qualities you will emulate as a resident.

**FOLLOW UP PROBES:**
+ Specify the qualities
+ Give examples of how the resident displayed these qualities
+ How do you plan to emulate his/her example?
### INTERVIEW WORKSHEET #9

**BEHAVIOUR DESCRIPTOR:** Non-cognitive skills: self-confidence; patient autonomy, limitations

**MAIN QUESTION:** Every student intern should have had opportunities to practice procedural skills. Share with us the most interesting and/or challenging procedure you have had the opportunity to perform.

**FOLLOW UP PROBES:**
+ Why was this procedure the most memorable?
+ Why did you not perform more procedures?
+ How did you involve the patient in the process?
+ How did you obtain informed consent?

### INTERVIEW WORKSHEET #10

**BEHAVIOUR DESCRIPTOR:** Enthusiasm and passion for learning

**MAIN QUESTION:** Student interns are often encouraged to “read around their patients”. Describe the most interesting patient you encountered in your clerkship

**FOLLOW UP PROBES:**
+ How did you proceed to “read around” the patient?
+ What exactly did you “discover” by “reading around this patient”?
+ What is the most valuable thing you learned?
INTERVIEW WORKSHEET #11

BEHAVIOUR DESCRIPTOR: Dealing with stress

MAIN QUESTION: The healthcare field can be a stressful environment for student interns, residents, and staff. Describe the most stressful event you experienced during your student intern years.

FOLLOW UP PROBES:
+ What in particular made this stressful for you?
+ How did you deal with the situation?
+ How would you deal with stressful events in the future?
+ Reflecting on this experience, what was the most valuable thing you learned?

INTERVIEW WORKSHEET #12

BEHAVIOUR DESCRIPTOR: Mentorship and role modeling

MAIN QUESTION: A mentor is a special person who, among other things, provides support, may offer advice on career development, may act as your advocate, and is a role model. Who is your mentor and why?

FOLLOW UP PROBES:
+ What attributes did you admire in this person?
+ Provide an example of how your mentor displayed these qualities.
+ How have you tried to emulate these attributes?
INTERVIEW WORKSHEET #13

BEHAVIOUR DESCRIPTOR: Insight and learning

MAIN QUESTION: A student intern’s clinical clerkship provides a myriad of interesting and challenging learning experiences. Describe a specific event in your student internship that created a quantum leap in your clinical skills.

FOLLOW UP PROBES:
+ What insight did you gain from this experience?
+ How did this influence your decision to do Medicine?
+ What did you do to consolidate this experience?

INTERVIEW WORKSHEET #14

BEHAVIOUR DESCRIPTOR: Communication: Interpersonal skills

MAIN QUESTION: Working effectively in the health care environment necessitates interactions with a variety of paramedical personnel. Describe a specific event in your student internship that stressed your interpersonal skills.

FOLLOW UP PROBES:
+ Why did you find this event so stressful?
+ What do you think led to this situation?
+ What did you learn about yourself from this experience?
+ On reflection, is there anything you would have done differently?
INTERVIEW WORKSHEET #15

BEHAVIOUR DESCRIPTOR: Insight & commitment

MAIN QUESTION: You have now had an opportunity to complete all your clerkship rotations and quite possibly a number of electives. Describe the best rotation / best elective experience you had as a student intern?

FOLLOW UP PROBES:
+ What was so different about this rotation / elective?
+ How could it have been improved?
+ How did it compare to other rotations / electives?
+ How did it influence your choice of Internal Medicine?

INTERVIEW WORKSHEET #16

BEHAVIOUR DESCRIPTOR: Communication skills: collegiality

MAIN QUESTION: Effective participation on a health care team can be challenging and yet very rewarding. Describe the most favourable experience that you have had as a student intern with paramedical staff such as nursing, physio, etc.

FOLLOW UP PROBES:
+ What is the most valuable thing learned from this experience?
+ How did this influence your choice of Internal Medicine?
+ How do you see yourself interacting with paramedical staff in the future?
INTERVIEW WORKSHEET #17

**BEHAVIOUR DESCRIPTOR:** Collegiality and commitment.

**MAIN QUESTION:** It has been said that the care of the critically ill patient involves working as a team. Describe the most memorable scenario you experienced as a student intern that exemplified “team spirit”.

**FOLLOW UP PROBES:**
+ Did you feel part of this team?
+ Do you think the patient benefited from this? How?
+ What did this experience teach you about the practice of Medicine?

INTERVIEW WORKSHEET #18

**BEHAVIOUR DESCRIPTOR:** Professionalism & collegiality

**MAIN QUESTION:** We are interested in your experiences with “professionalism” and “collegiality”. Describe a situation when you went out of your way to assist a patient or colleague.

**FOLLOW UP PROBES:**
+ Do you think you went beyond the call of duty? Why?
+ What does “professionalism” mean to you?
+ What did this teach you about professionalism?
INTERVIEW WORKSHEET #19

BEHAVIOUR DESCRIPTOR: Professionalism

MAIN QUESTION: Professionalism involves putting our patients' needs above our own. Describe a situation that you experienced as a student intern that exemplified professionalism.

FOLLOW UP PROBES:
+ How did this influence your career?
+ What did you learn from this encounter?
+ Tell me more about what “professionalism” means to you.

INTERVIEW WORKSHEET #20

BEHAVIOUR DESCRIPTOR: Insight & attitude

MAIN QUESTION: The clerkship years can be extremely rewarding yet on occasion experiences can be very challenging. Tell us about the worst experience you have had as a student intern.

FOLLOW UP PROBES:
+ How did this experience affect your decision to do Medicine?
+ Did you share this experience with anyone and did that help?
+ What is the most valuable thing you learned from this unpleasant experience?
INTERVIEW WORKSHEET #21

BEHAVIOUR DESCRIPTOR: Insight & attitude

MAIN QUESTION: In whatever career path you choose, there will be undesirable aspects to the job. What is the thing you like least about being a student intern.

FOLLOW UP PROBES:
+ Did this influence your decision to do Medicine versus other specialties, eg Surgery, Peds, etc.?
+ What is the most valuable thing you learned from this?
+ What did you do about it?