**RESIDENCY AND FELLOWSHIP INTERVIEW SUBJECTS & QUESTIONS TO AVOID & USE**

During your interview process, avoid unnecessary, unhelpful, or discriminatory questions – in both formal and casual conversations. The US Equal Employment Opportunity Commission protects prospective residents and fellows against workplace and pre-employment prejudice based on the categories below.

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| Examples of **inappropriate** questions to ask candidates, either formally, or informally:Race, Color or National Origin* Do you self-identify with a minority group?
* Where did you grow up?

Religion or Creed * What’s your religious affiliation?
* Do you observe religious services or practices?
* Do you need certain religious holidays off from work?
* Are you a member of social or religious organizations?
* What is your birthdate?

Marital, Pregnancy or Parental Status* Are you married or single?
* Do you have a spouse and children?
* Are you, or your partner, currently pregnant or have future plans to have children?
* Do you have dependable child care arrangements?

Sex, Gender Identity or Sexual OrientationCitizenship/National Origin* Are you a US citizen; naturalized, or native-born?
* What date did you acquire US citizenship?
* What’s your nationality?
* Where were you born?
* What’s your preferred language?

Disability Status or Medical History* Do you have any disabilities that would affect your work responsibilities as a resident or fellow?
* What is your personal medical history?
* Do you take frequent sick days?
* Have you ever been treated for addiction?
* Have you ever taken antidepressants?

Criminal * Have you ever been arrested?

Residence /Financial History* Do you own or rent your home?
* What neighborhood do you live in?
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Conducting a successful residency or fellowship interview goes beyond learning about a prospective resident’s or fellow’s skills and experience. The conversation should provide insight into how the prospective resident or fellow can successfully fit within and achieve the goals of your training program, can they think on their feet, how will they collaborate with colleagues and staff, and what are they passionate about?

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| **54 INTERVIEW QUESTIONS TO CONSIDER ASKING**1. Tell me about a time when you disagreed with your senior resident or attending physician. How do you make your opinion known?
2. Why have you applied for to train here?
3. What particular skill set do you think you would bring to this position?
4. Tell us about your current supervisor (resident and/or attending)? What is their leadership style?
5. How would you describe your research to an educated layperson?  *(continued on next page)*
6. What are you plans for integrating students into your daily rounds?
7. Describe for me a decision you made which would normally have been made by your supervisor? What was the outcome?
8. What subjects did you like best in school (medical school)? Least? Why?
9. Tell us about your research.
10. Who are the other scholars in your field and how does your work compare to theirs?
11. What are you working on currently (now that you have finished your previous research project)?
12. What do you do when you know you are right and your intern/senior resident/attending disagrees with you? Give me an example of when this has happened in your career.
13. What has been your most significant leadership responsibility?
14. How would you describe your work ethic? Give us two examples that demonstrate it?
15. How has your current job helped your grow as a person and as a professional?
16. What part of a previous job would you describe as fun?
17. What excited you most in a previous job?
18. What did you do in your last job that made you more effective?
19. What suggestions have you made in a previous job to improve how work is performed?
20. Tell me about a project that you initiated.
21. What would you have like to have done more of in your last rotation? What held you back?
22. Have you ever asked for new responsibilities or assignments? What happened?
23. What motivates you?
24. In your opinion, what does it take to be a successful resident?
25. What are the most challenging parts of your current rotation?
26. What have you done during your rotations to make your being a medical student easier?
27. What are your characteristics that help you be effective as a leader?
28. What would it be like being supervised by you?
29. What does it mean to be a leader?
30. In what kind of environment are you most comfortable?
31. How do you reward the people who work with you?
32. How do you give feedback to your team members?
33. What would others describe as your greatest strength? Weakness?
34. How would you describe your ideal work environment?
35. How would you describe your communication style?
36. What do you do to encourage others to do their best?
37. Tell me of a time when you had to handle a highly emotional medical student, resident, patient or family member?
38. What are 3 keys to being a successful medical student/resident?
39. How do you go about establishing rapport with residents and attending physicians? Patients?
40. How would you train a new 3rd year student on your team?
41. What has your experience been in supervising others?
42. How do you go about solving problems?
43. Would you prefer to be a small fish in a big pond or a big fish in a small pond? Why?
44. Tell us things about you that cannot be found on a resume/cv?
45. Why did you choose this profession/field?
46. Think about an instance when you were given an assignment in which you were not sure of or thought you were not able to complete. What did you decide and how did you eventually accomplish your assignment?
47. Have you ever had a great idea and were told that you could not implement it? How did you react? What did you do?
48. Think about a coworker or peer from the present or past whom you admire. Why?
49. Describe what you would say if asked to talk about yourself in a group of 15 people
50. If someone told you that you had made a patient care error, describe how you would react and what you would say in response.
51. What experiences in the clinical years of medical school do you feel helped to prepare you for these challenges?
52. What obstacles do you anticipate you will need to overcome during… your transition to residency? More rigorous/demanding rotations?
53. What were some of your more challenging clinical rotations in school? Why?
54. Do you have questions or concerns about the rotations or scheduling? How do you anticipate you will adjust to increased work hours and responsibility?
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Resource: <https://blog.nowsta.com/job-interview-questions-to-avoid/>