



MOCK Interviews-3/10/16

Interviewers: Nik, Leslie, Shirley, Kathy

Residents attending: Xiomara, Perla, Johanna, Vanessa, Eduardo, Karen, Lucia, Chantal

Location: Home Office-Conference Room #2

Time: 12:00-2:30

Group A Residents: Perla, Karen, Chantal, Johana

Interview Team: Kathy, Nik, and Connie

Time:	Activity:	Notes:
12:00-12:10	Welcome and Review of Process	
12:10-12:40	Panel Interview	<ul style="list-style-type: none"> • All four residents from Group A participate • Use questions from ATP Interview (see attachment) • Round 1-Ask question 1 to two residents, then ask question 2 to other two residents • Round 2-Ask questions 3 to two residents, then ask question 4 to two residents • Round 3-Panel can choose individual question for each resident (some questions may be repeated for residents who did not answer them in first two rounds)
12:40-1:10	Interviewers Debrief	<ul style="list-style-type: none"> • Kathy, Nik, and Connie discuss each resident and write down feedback based on rubric (5-7 min/resident)
1:10-1:40	First Round of Feedback	<ul style="list-style-type: none"> • Nik will meet with Johana and Karen (15 min. each) • Kathy and Connie will meet with Perla and Chantal (15 min. each) • Ingrid will facilitate and debrief overall reactions to first round with group while individual residents are getting their feedback



1:30-2:10	Individual Speed Interviews	<ul style="list-style-type: none"> • Nik will interview Perla and Chantal • Kathy and Connie will interview Karen and Johana • Residents get opportunity to answer again so they can apply the feedback-they can choose to have the same questions or to answer different questions (3 questions total) • Interviewers could also ask specific questions regarding information from the resident's resume (optional) • Feedback is oral and given immediately after the interview • 7-10 min. for interview • 7-10 min. for immediate debrief • **When residents are not interviewing, they will share reflections with a partner and next steps
2:10-2:30	Closing-Group Reflection	<ul style="list-style-type: none"> • 10 min.-Residents do personal reflection on their experience and fill out on feedback form • Residents share out in group biggest takeaways from the interview experience

Group B Residents: Xiomara, Eduardo, Vanessa, Lucia
Interview Team: Leslie and Shirley

Time:	Activity:	Notes:
12:00-12:10	Welcome and Review of Process	
12:10-12:40	Panel Interview	<ul style="list-style-type: none"> • All four residents from Group B participate • Use questions from ATP Interview (see attachment) • Round 1-Ask question 1 to two residents, then ask question 2 to other two residents

		<ul style="list-style-type: none"> • Round 2-Ask questions 3 to two residents, then ask question 4 to two residents • Round 3-Panel can choose individual question for each resident (some questions may be repeated for residents who did not answer them in first two rounds)
12:40-1:10	Interviewers Debrief	<ul style="list-style-type: none"> • Leslie and Shirley discuss each resident and write down feedback based on rubric (5-7 min/resident)
1:10-1:40	First Round of Feedback	<ul style="list-style-type: none"> • Leslie will meet with Lucia and Eduardo (15 min. each) • Shirley will meet with Vanessa and Xiomara (15 min. each) • Ingrid will facilitate and debrief overall reactions to first round with group while individual residents are getting their feedback
1:30-2:10	Individual Speed Interviews	<ul style="list-style-type: none"> • Leslie will interview Vanessa and Xiomara • Shirley will interview Eduardo and Lucia • Residents get opportunity to answer again so they can apply the feedback-they can choose to have the same questions or to answer different questions (3 questions total) • Interviewers could also ask specific questions regarding information from the resident's resume (optional) • Feedback is oral and given immediately after the interview • 7-10 min. for interview • 7-10 min. for immediate debrief • **When residents are not interviewing, they will share reflections with a partner and next steps
2:10-2:30	Closing-Group Reflection	<ul style="list-style-type: none"> • 10 min.-Residents do personal reflection on their experience and fill out on feedback form • Residents share out in group biggest takeaways from the interview experience