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Behavioral Interviewing of Candidates in a Surgical Residency Program

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Background

Behavioral interviewing has been used in several industries as a more efficient method of ascertaining a candidate's competency. Traditional residency interview questions focus on personal attributes and opinions. Behavioral interview questions force candidates to recall specific situations to better measure candidates' competency skill levels.

Faculty members in the Department of Surgery at Inova Fairfax Hospital were trained on behavioral interviewing techniques, which were employed during the 2008-2009 residency interview season. The process was evaluated by the residency candidates as well as the faculty members to determine efficacy.

Competencies Studied

- Knowledge and Clinical
- Practice-Based Learning
- Interpersonal and Communication Skills
- Professionalism and System Based Practice

Tell me about an experience in medical school where you felt particularly competent.

Tell me about an experience when you took a risk that ended up being successful.

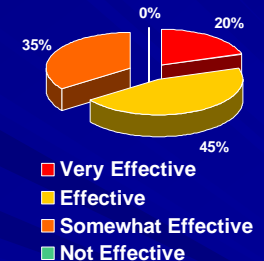
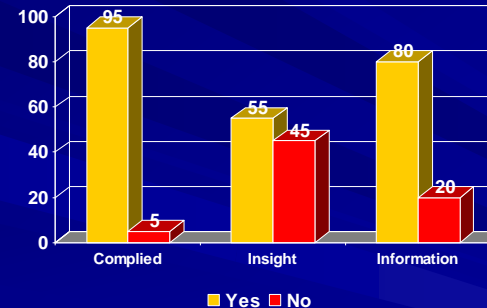
Recall an incident during medical school where an ethical conflict developed. What did you do?

Tell me about a time when you disagreed with someone, but your careful and active listening resulted in a positive resolution.

Results

Faculty were asked to rate the behavioral interviewing process with the following questions [N=20]:

- Did you comply with the survey and scoring as directed?
- Do you feel that you acquired additional information about the candidates other than what was on the application?
- Do you feel you got greater insight using behavioral based questions vs. traditional questions?
- Please rate the overall efficacy.



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