



Perceptions of Behavioral Interviewing

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Objective

To evaluate the acceptability and perceived effectiveness of behavioral interviewing of resident applicants, residents, and faculty.

Methods

Behavioral Interviewing

Multimodal Interview Style with 8 stations

Focused on qualities important to resident success

Traditional Interviews

Resident & Program Director

Scoring: 9-point rating scale (unacceptable to excellent)

Surveys

Applicants: Post-Interview & Post-Match

Residents and Faculty: Post Match

Anonymous, Voluntary, via Survey Monkey

Results

Response Rates

Applicants: Post-Interview: N = 38/44 (86.4%)

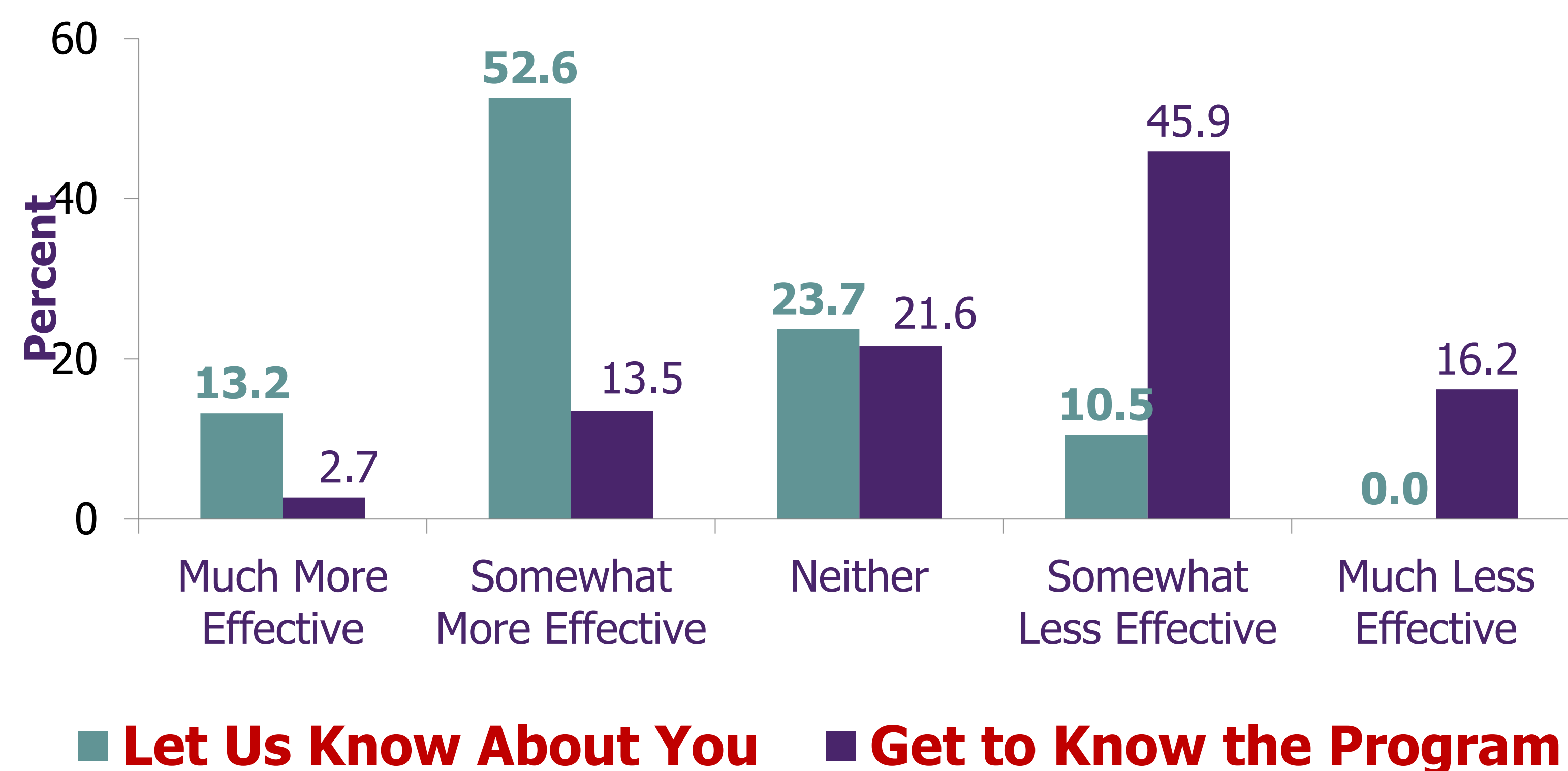
Post-Match: N = 23/44 (52.3%)

Residents and Faculty: N=7/13 (53.8%); N=6/11 (63.6%)

Prior Experience with Behavioral Interviewing

Applicants: Yes: 10.5% No: 89.5%

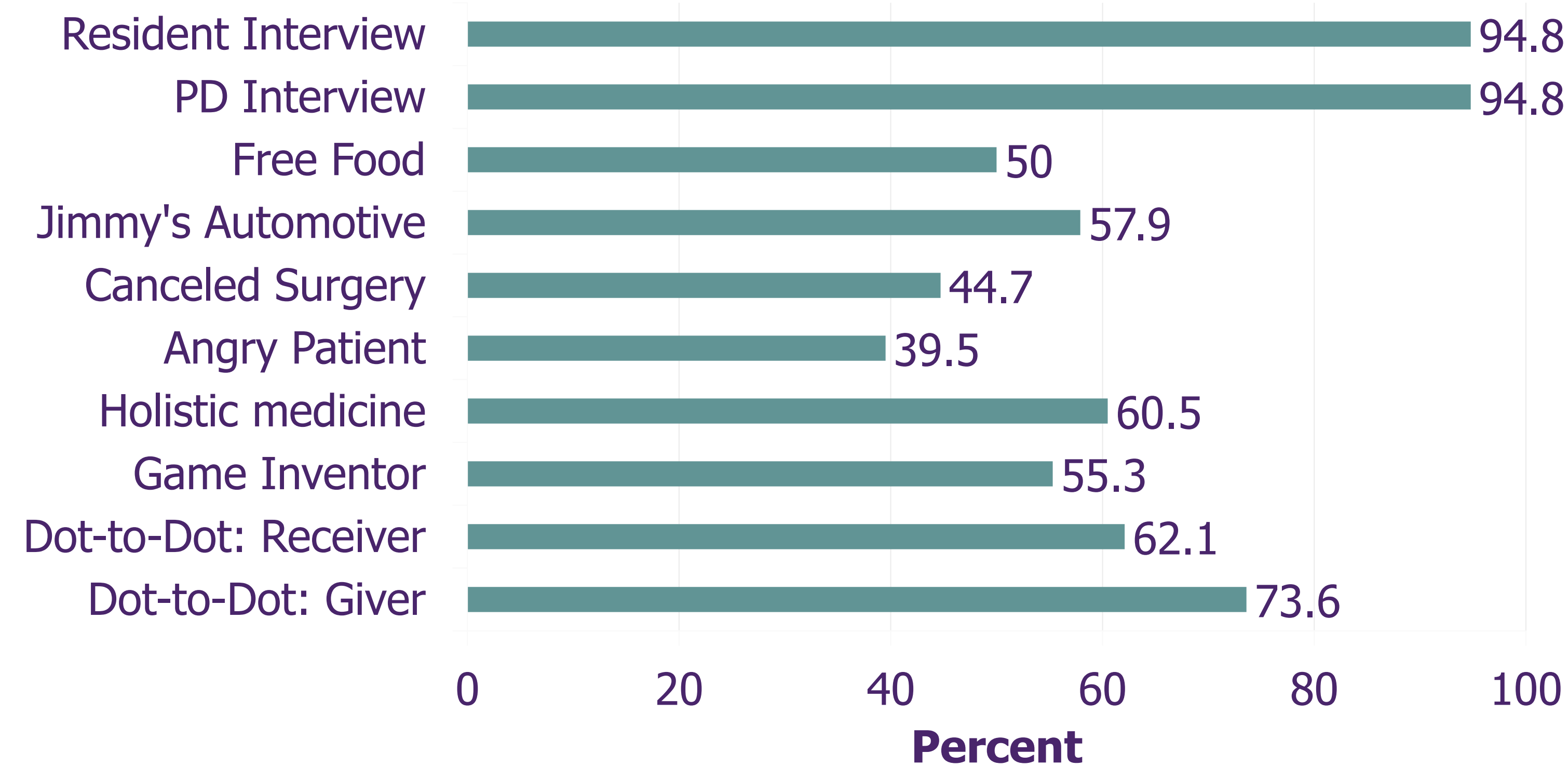
Applicants' Perceived Effectiveness of Behavioral Stations



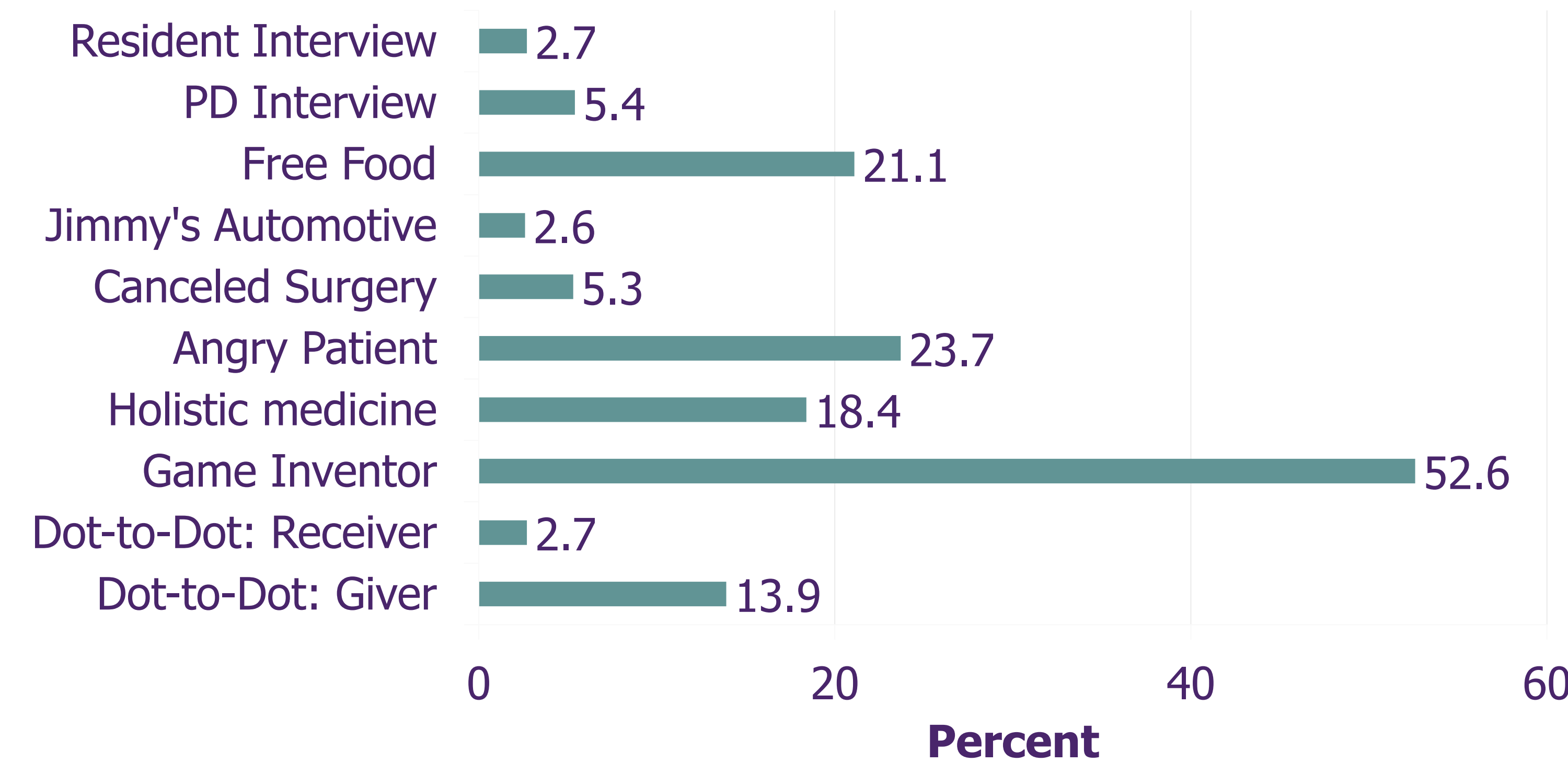
Results

Applicants' Ratings of Stations

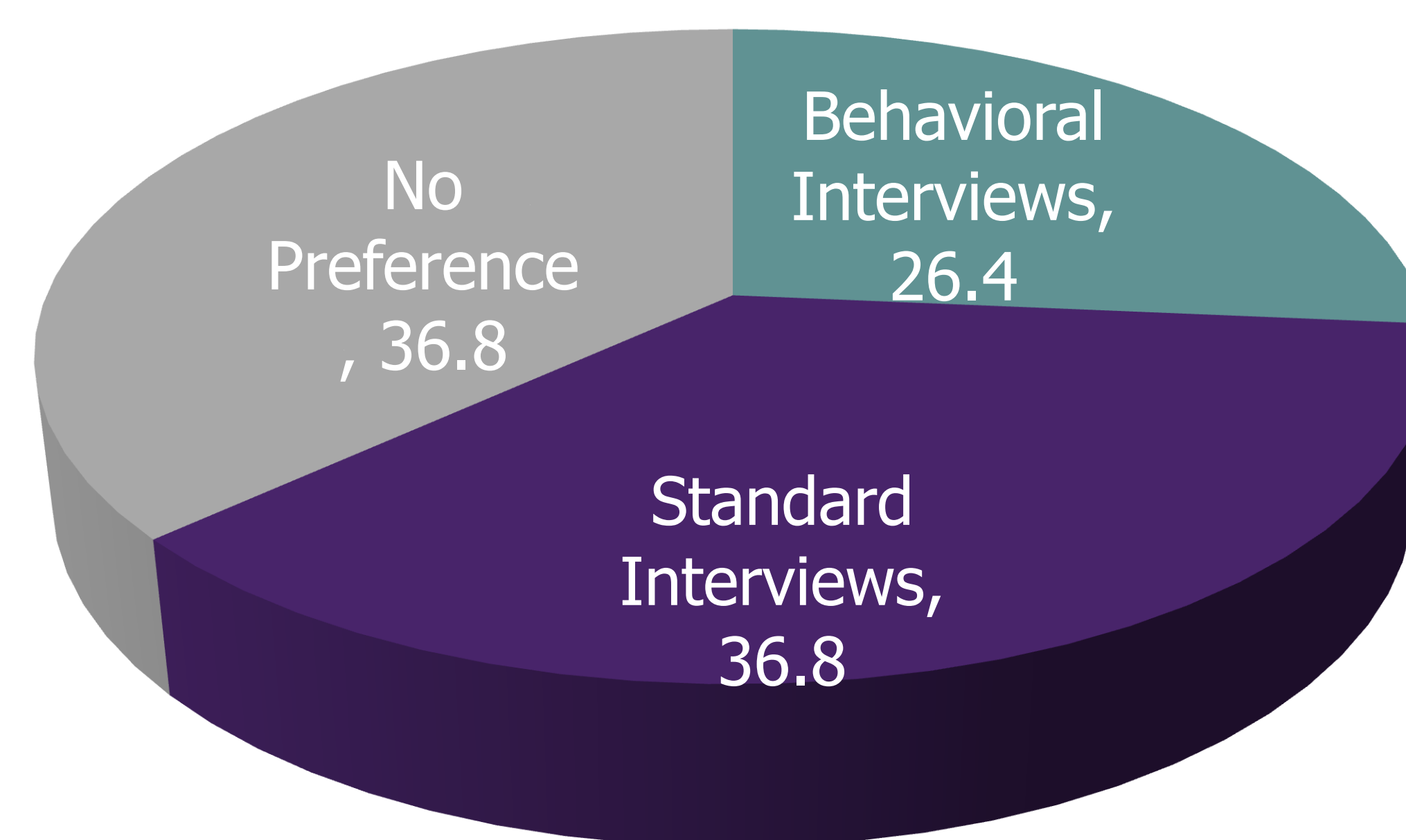
Enjoyable: Moderately to Highly



Intimidating: Moderately to Highly

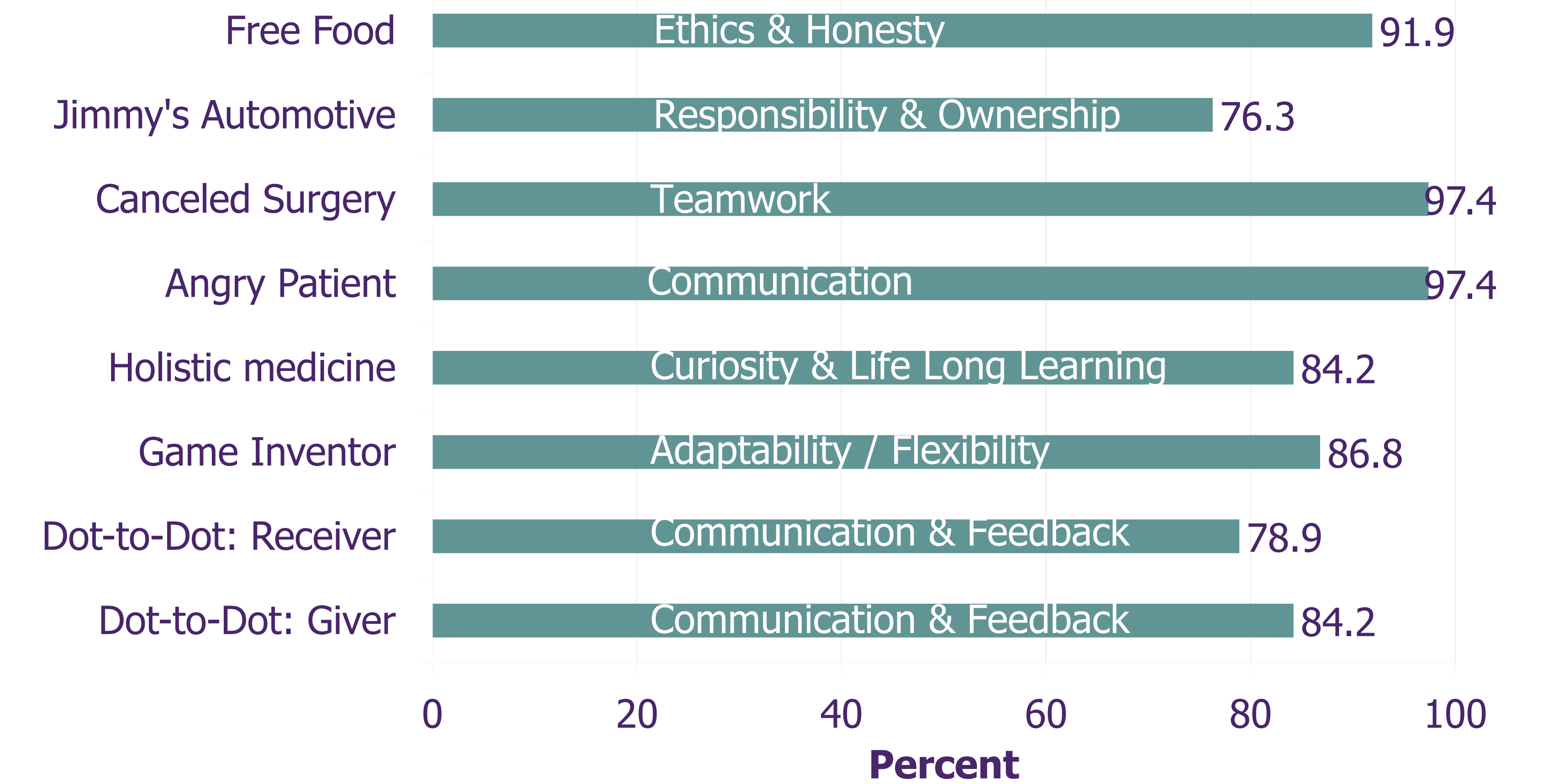


Applicants' Station Preference



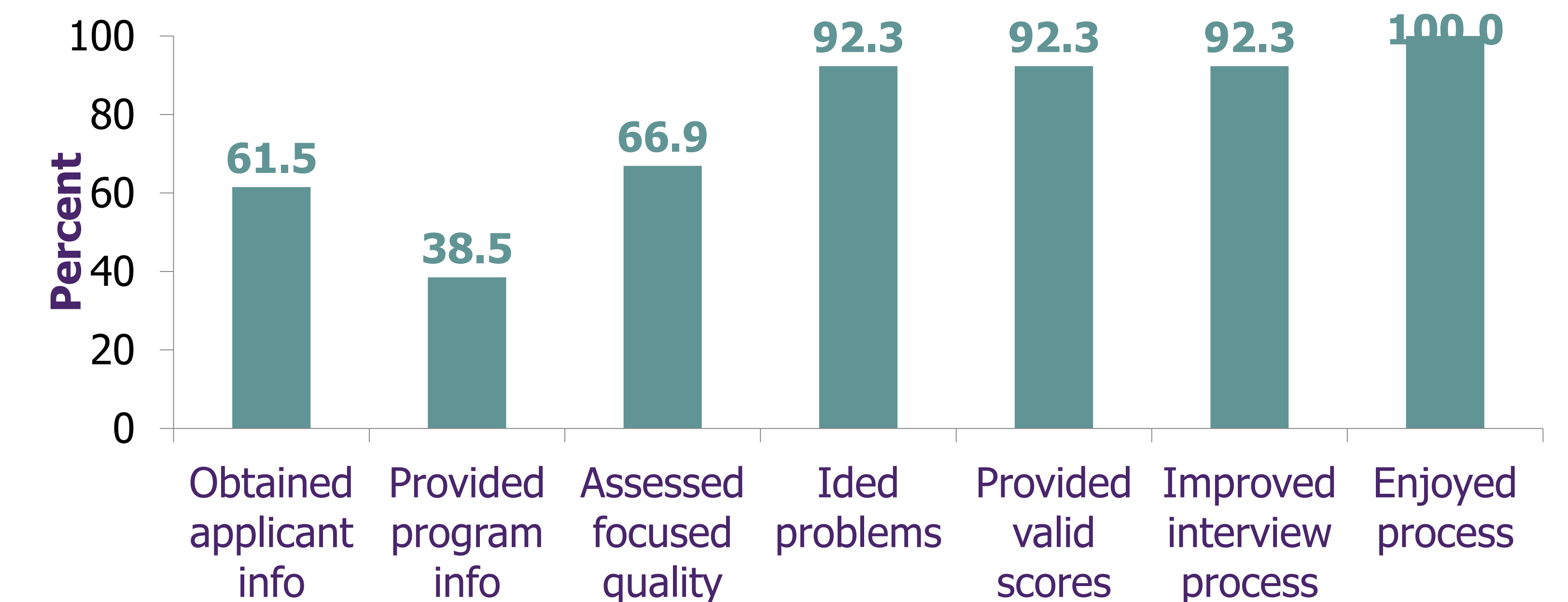
Results:

Applicants Matched Focused Quality to Behavioral Station



Resident and Faculty Ratings of Behavioral Interview Process

Effectiveness: Good to Very Good



Conclusions

Unique, assessed more than academic skills, enjoyable

Unresolved issues: Construct validity? Predictive utility?

Recommended revisions:

Reconsider Game Inventor (too intimidating?)

Build in more opportunity to learn about program

(e.g., Add standard interview with Department Chair?)



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Background. For interview year 2010, we employed a multimodal interview process rather than our traditional interviewing. Applicants were asked to complete eight different behavioral stations as well as two traditional interviews. Each of the behavioral stations was created to elicit a focused quality that the faculty, program administrators and residents thought were most important to success as a resident: giving & receiving feedback, adaptability & flexibility, life-long learning, communication, teamwork, ownership, and finally, honesty & ethics.

Objective. To evaluate the acceptability of behavioral interviewing to residents, faculty, program administrators, and resident applicants.

Methods. Following interviews, the applicants were asked to complete an anonymous survey utilizing Survey Monkey, about their interviewing experiences. Following the subsequent match day, all applicants were sent an email link to an anonymous survey on Survey Monkey for further similar feedback. Residents, faculty, and program administrators were also surveyed about their experience with the new interview process.

Results. Overall response rates of applicants to our post-interview and post-match surveys were 86.4% & 52.3% respectively. On the post-interview survey, 52.6% of participants had previous interview experience, and only 5.3% had encountered behavioral interviewing elsewhere. Overall, 44.7% found the behavioral interview stations to be more stressful than the standard interview stations; however, 36.8% had no preference between the two. Considering all stations, 28.9% thought the adaptability station was moderately intimidating, and 36.8% thought the feedback station was highly enjoyable. Almost all participants were able to correctly describe the focused quality we were trying to illicit. On the post-match survey, 34.8% thought our behavioral interviewing was about as stressful as standard interviewing at other programs, but 55% thought our style was somewhat or less effective at informing them about our program.

Response rates for faculty/program administrators and residents were 63.6% and 53.8%, respectively. Overall, the new interview experience was rated highly and most thought the stations were successful at eliciting the desired qualities. The majority (61.5%) believe the new interviewing process improved the applicant selection process.

Conclusions. Behavioral interviewing is a unique interview strategy which was widely accepted by our recent applicants, faculty and current residents. While one station stood out as stress-inducing, the others were generally received in a positive manner. We should consider lengthening the standard interviews to allow more opportunity to get to know about our program. The next step in the evaluation of behavioral interviewing will be to follow our matriculated applicants to see whether this interview strategy was indeed able to improve the recruitment of successful residents.