Faculty Questions:

1. **Interviewers: Greet applicant, settle in to roles.** Ask if they need anything, short chit-chat. Interviewers re-introduce selves if you have met previously, add a short bit of background, etc. Ask the applicant a question to set them at ease. How’s the: weather, lunch, tour, first trip to Tulsa?..... 1-2 minutes max.

2. **Describe structure of interview:** We have about 30 minutes together. For the first 20 minutes, we will be asking you questions. For the last 10 minutes you can ask us questions. Are you ready to start?

3. **Project yourself 10 years into the future, what sort of work do you see yourself doing?**
   a. What part of the country? Urban, rural?
   b. How would you describe the patient population that you will probably be seeing?
   c. What attracts you to (Inpatient, outpatient, ER, OB, OMM) practice? What leads you away from (Inpatient, outpatient, ER, OB, OMM) practice?

4. **What aspects of Osteopathic Family Medicine do you like the most, and what aspects of Osteopathic Family Medicine do you like the least?**
   a. Follow up questions: What causes you to like (or not like) that aspect of practice? That part that you don’t like, what could be changed to help you enjoy that more? When you are learning about things that is not your favorite), how do you handle that?
   b. (Intent: Do they understand the nature of Osteopathic FM practice? Are they Osteopathically focused? Are interests and expectations aligned with the realities of FM? Is their approach and focus more on the positive, or more on the negative? Are they willing to learn about things that aren’t necessarily their focus at this point?)

5. **When have you risen to a challenge? Describe your role and the outcomes of the challenge.**
   a. This question is intended to find evidence of resilience, introspection, conflict resolution and problems solving ability.
   b. If the applicant asks for clarification, tell them they can choose an example from any aspect of their experience: college, med school, previous employment, personal life
   c. (Do not prompt the applicant, but if there is an obvious weakness in the candidate’s application, this question is an invitation for the applicant to address it directly.)
   d. If applicant does not share much detail, ask follow up questions:
      i. How did you arrive at your decision to handle the situation in that way? In retrospect, would you change anything about how you handled that
situation? What advice would you give someone else in a similar circumstance?

ii. If candidate has a weakness in his/her application, but did not address it, ask a follow up question specifically about that aspect of the application:
   1. Example: “I see that you had to repeat your second year of medical school. Tell me more about that experience.”

6. Describe an experience during clinical rotations when you helped a patient make a positive change.
   a. Follow up questions: Patients often do not follow medical advice. Why do you think that happens? What should a doctor do when a patient isn’t following medical advice?

7. Describe an experience during medical school rotations when you had to deal with a difficult person. Describe your role in that experience and how things turned out.
   a. How did you arrive at your decision to handle the situation in that way? In retrospect, would you change anything about how you handled that situation? What advice would you give someone else in a similar circumstance?

8. Describe a time you had to say something or make a decision that you know would be unpopular with your peers or superiors.
   a. This question is intended to find evidence of honesty, professionalism, resilience, introspection, conflict resolution and problems solving ability.
   b. If applicant does not share much detail, ask follow-up questions:
      i. How did you arrive at your decision to handle the situation in that way? In retrospect, would you change anything about how you handled that situation? What advice would you give someone else in a similar circumstance?

9. Describe a time where you were faced with a stressful situation that tested your coping skills. What did you do?

10. How will our program help you meet your professional goals?
    a. (Intent: How well did the applicant prepare for the interview? Has the applicant done some homework about our program? Does the applicant have defined professional goals? Are the applicant’s goals aligned with the programs’ strengths?)