

“About me” presentation- requirement for the applicants

Why we ask applicants to give a presentation about
themselves

Objectives

- Identify when a change processes is needed for interviews
- Discuss decision reasoning behind the process change appropriately with faculty and residents
- Analyze cost, benefits, and risks of the process change implementation

Background about our interview process

- 50 candidates
- 4 half day sessions (12-13 candidates per session)
- Part 1: Applicant presentations
 - ✓ 4min each
 - ✓ Total time ~ 1 hour
- Part 2: Formal interviews - Behavioral-focused structure
 - ✓ 5-6 formal interview breakout rooms with 2 faculty per room and 1 room with PGY2 class
 - ✓ Total time ~ 3 hours

What we asked candidates to do

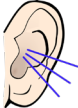


This year we are asking all candidates to make a **BRIEF** presentation about themselves:

- *This is your opportunity to tell us what you want us to know about you before you leave on interview day.*
- The format is open, and this is intended to be an enjoyable, low-stakes and efficient way for the UF faculty and residents to learn more about you.
- Other candidates will not be viewing your presentation.
- There are only a few guidelines:
 - ✓ Introduce yourself with your **first and last name**
 - ✓ Prepare this presentation in PowerPoint, and forward to Megan McCann by **DEADLINE.**
 - ✓ Ensure that your presentation is *no longer than 4 minutes in length and 5 PowerPoint slides.*

Why are we asking them to do this?

- What process could our program add to increase the value of our interview process and recruitment success
- Identify areas that we're not capturing during the interview season
 - ✓ Candidates' personal values
 - ✓ Candidates' story that is in between their educational and professional experiences

How we presented this to interviewers

- Show **value** of additional process
- Reiterate **intent** during meetings prior to interviews
- Encourage **engagement** during presentation
 - Actively **listen** 
 - **Watch** the presentations as they occur 
 - **Express** engagement
 - Use zoom emojis 
 - smile

Cost/Benefits

- **Cost**

- Additional prep for candidates
 - Triggers imposter syndrome
 - Extends interview day
 - Additional Program Coordinator labor during recruitment

- **Benefits**

- Increase the program's knowledge of the candidate: life outside of profession, life experiences
 - Candidates are willing to show more about themselves
 - Helps with ice breaking during formal interviews
 - Shows we value them as a person

Mitigating Risks

- **Asking for a copy beforehand**
 - ✓ Ensures presentation is appropriate
 - ✓ Ensures that the file can be presented
 - ✓ If tech issues on candidate's end, the Program Coordinator can pull up the presentation
- **Instruction on systems**
 - ✓ sharing screens
 - ✓ Practicing
- **Engagement**
 - ✓ Get a hype-man(or people)
 - ✓ Helps with candidate nerves
 - ✓ Increase their ability to perform their best

How it worked out/what to expect

- Overall positive feedback from the candidates and the interviewers

“...felt like I could express who I am, apart from my application”