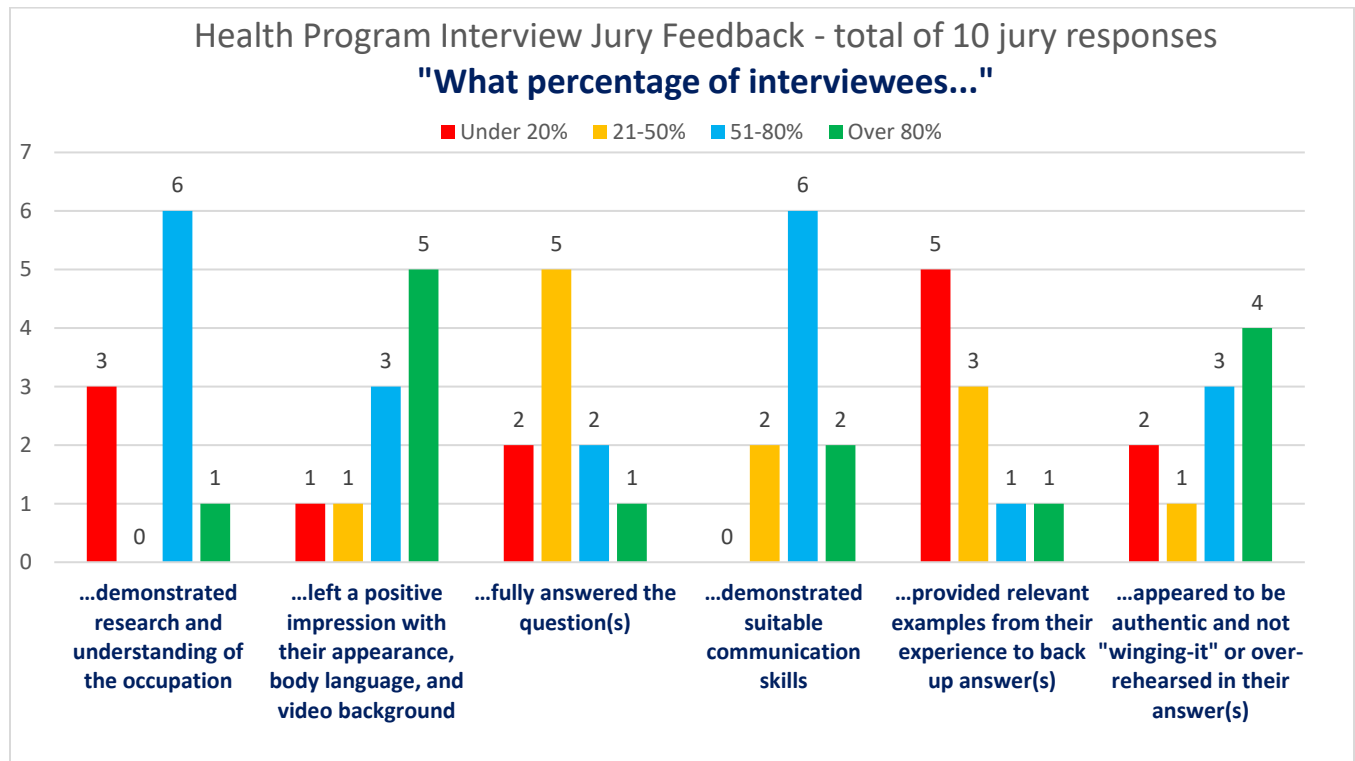


Survey of 2020-21 NAIT Health Program Interview “Jury Members”

Previous workshop attendees shared that they would like to hear feedback from those individuals who sit on the interview panel (the “jury members”). We sent a survey to the “jury members” shortly after they completed the interviews for Fall 2021. 10 interviewers responded to this survey and their feedback should help you prepare for future Health Program Interviews!



“What advice would you give next year’s interviewees?” (by topic)



Comprehensive Advice

Less than 20% stand out and can score perfect or nearly so on the interview, then there is about 20% that do very poorly, the rest are all about the same. You need to be in that top percent to get in. Ensure that your background is appropriately neat and tidy, and there is no back lighting. Don't feel you need to fill the entire 3 minutes. Say what you need to say - be concise. Try to relate the question to something in your experience or life, that shows better understanding and application.

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Research

My advice for next year's applicants would be to spend some time researching the profession for each of the programs they are applying for, not just in the interest of doing well in the interview but also for themselves to understand what they are signing up for in each program. Programs want to see that applicants are interested in the subject matter and understand the job requirements to ensure that they are making an informed decision.

Most applicants seemed to have somewhat of an understanding of the program they applied for. However, many also made assumptions that showed they had not done any job shadowing or looked into the actual day to day of the profession. Many applicants who get a low score show very little knowledge of the profession or how they actually interact within the healthcare team.



Appearance

Most applicants appeared professional in appearance and demeanor. Very few had any deductions for these reasons.

Make eye contact with the camera, try to not stare at the screen.



Fully Answered the Question

One of the biggest issues was not fully answering the question, or fully considering all aspects of the question. Many applicants give "canned" or what they seem to think is the expected response, and often miss critical points in the question being asked (e.g.: not giving examples when asked, not giving an opinion when asked, or not considering all sides of a dilemma).

READ the question! Make sure that students answer all aspects of the question. Many interviewees that I had this year did not fully answer the question.

Without a doubt my piece of advice would be to answer the WHOLE question. I find many applicants only answer 1 part, then they can only receive partial credit.

Think about the whole question – most spoke about question #1 as though the friend was just telling them the situation as opposed to providing advice about things your friend might consider related to stopping treatment.

Overall, I felt the candidates that I rated performed well as long as their nerves didn't get the better of them. In my experience when applicants perform poorly it is almost always because they don't answer both parts of the question, and/or they fail to give examples or anecdotes. Probably less than 10% of interviewees I've graded over the years actually answer both parts of two-part questions, that would be the most obvious place for people to improve their score.

Survey of 2020-21 NAIT Health Program Interview “Jury Members”



Communication Skills

Another issue I have seen is candidates misunderstanding the question, and therefore not giving an appropriate response.

In our profession, a lot of communication must happen over the phone, or possibly with patients who are hard of hearing or have English as a second language, and it must be clear and concise. I will often listen to the response first without watching the video to see if I can clearly understand what the candidate is saying. If they mumble or speak too softly, they will get a lower communication score simply because this is an important skill for the profession. Candidates should test their recording equipment carefully to make sure their voice is being recorded well, and make sure that they are speaking clearly enough to be understood.

They should be able to express themselves concisely, so candidates should be cautious not to come off as rambling. Often they will start with a higher score, and talk themselves into a lower score by contradicting themselves or going off topic.

Say hello and summarize the question.

If interviewees have time, they should jot down an outline of their answer to help guide them and make their answer more structured.

Students should watch that they do not just keep repeating the same answer over-and-over again this doesn't get them more marks. This was common.

You do not have to repeat your self several times to fill the time, if you have completely answered the question, you have completely answered the question.



Provided Relevant Examples

Most candidates do not give a relevant example from their own lives, and speak in the theoretical (i.e.: I would do this, rather than here is an example of how I have done this). This gives the response the appearance of being inauthentic.

It interesting that you include examples from personal experience, I hear very few people answering this way. I almost thought they were coached not to include personal experience.

Survey of 2020-21 NAIT Health Program Interview “Jury Members”



Appeared to Be Authentic and Not “Winging It” or Over-Rehearsed

Many of the candidates give very safe answers that come of as either over rehearsed, inauthentic, or not well considered. Most of them are interchangeable with each other. This gives them a middle of the road score that does nothing to set them apart from the hundred or so other applicants. Often when I'm scoring, I'll have 80/100 applicants who score between 4 and 7, with maybe 5 or so being below that and maybe 15 above. Applicants should recognize that they're in competition with a huge number of people, and that safe, rehearsed, or impersonal responses will not set them apart.

To practice different questions so that you are prepared but not over-rehearsed. Over-rehearsed often is seen as answering a question really well but it was not the question asked. Have someone listen to your answers or yourself listen and really ask did I ANSWER the question or did I talk about something similar to that question?