



# Flipping The Classroom On Interview Day

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## Statement of the Problem

Feedback obtained from applicants, current residents and faculty regarding the Yale Primary Care Residency interview day suggested that our interview day was not reflective of the educational culture of our training program. The interview day relied heavily on Power Point presentations and passive information transfer to the applicants, which contrasts with the active learning and teaching styles that we employ in our residency training program.

## Objectives of the Program

1. Create an interactive educational environment on our interview day that reflects the educational culture of our training program.
2. Provide applicants with adequate knowledge regarding the program.
3. Reduce (or at least, do not increase) applicant stress on the interview day.

## Description of the Innovation

We designed a flipped classroom approach to enhance a portion of our interview day. There were three components to this innovation:

1. We created a 30-minute web-based interview day video and slide set which contained background information regarding the Yale Primary Care Residency.
2. The video was posted on our residency web site, and the link\* was sent to all scheduled applicants one week prior to their interview for review.
3. On the interview day, applicants participated in two small group learning activities to reinforce the information in the video. This was followed by a structured group debriefing.

Each learning activity lasted 20 minutes; the two sessions were entitled:

1. *Pick the Winner*
2. *Jigsaw Puzzle*

\*<http://medicine.yale.edu/intmed/residency/pc/interviews/index.aspx>

## Description of the Innovation

### Pick the Winner:

Applicants were asked to give four answers to the question:

“What factors do you feel are essential to a high quality primary care residency experience?”

Each answer was written on a separate sticky note. Applicants were then divided into groups of five individuals, and each group was seated around an easel. Each applicant read their four answers to the small group, and placed them on the easel. The group was then directed to choose one answer from each person to be the five “winners”. The five winning answers from each group were read back to the entire group of applicants at the end of the session.

### Jigsaw Puzzle:

The program created five “puzzle pieces” with specific information regarding an aspect of the training program.

The puzzle pieces included information about:

Patient-Centered Teaching  
Resident Wellness  
Ambulatory Theme Days  
Resident Scholarship  
Subspecialty Clinics

In their groups of five individuals, each applicant read their puzzle piece and taught their group a brief fact about the residency program, based on their puzzle piece. A resident was also present in the group to provide additional information.

### Structured Debrief:

During the *Jigsaw Puzzle* activity, the program leadership left the room and organized into themes the *Pick the Winner* five winning answers from each group.

Content for each of these themes was discussed and presented back to the large group, providing a targeted and engaging way to reinforce information that had been provided in the video.

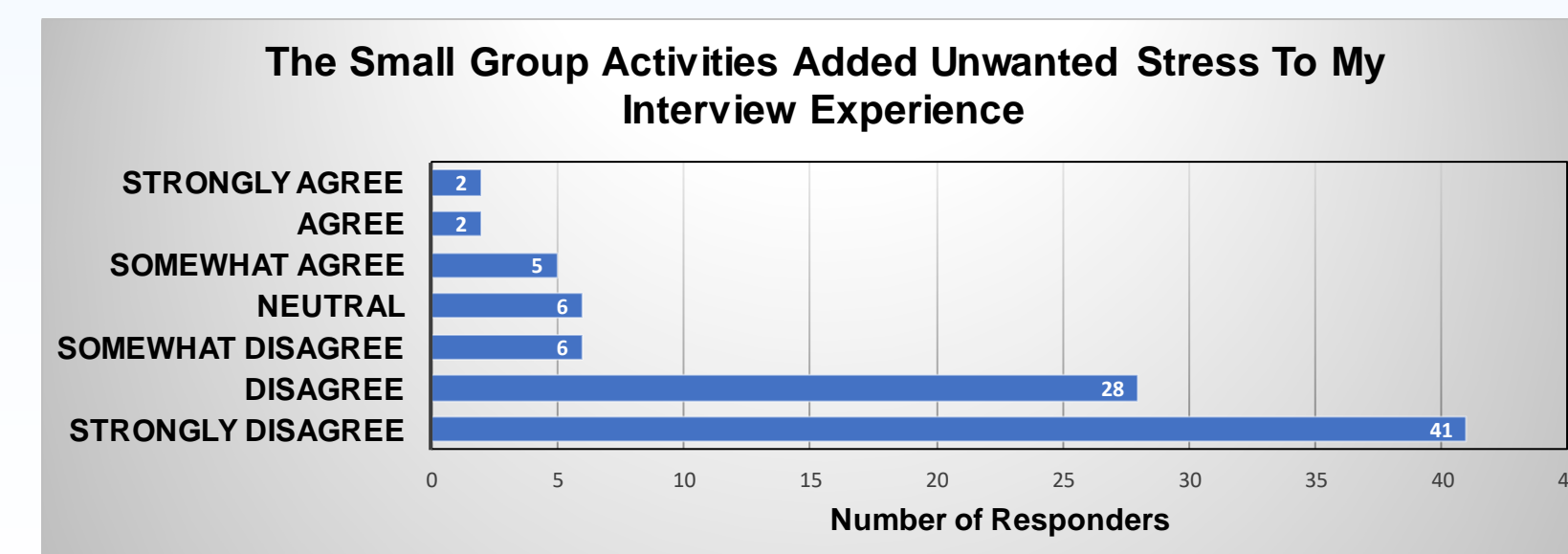
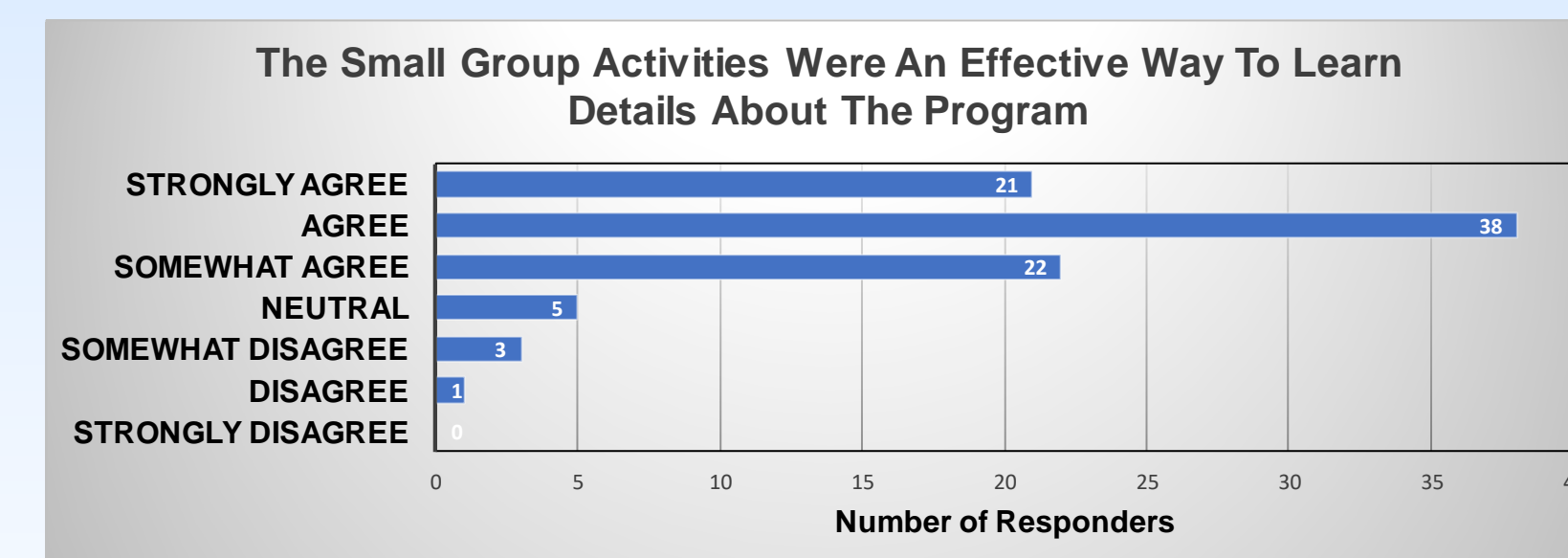
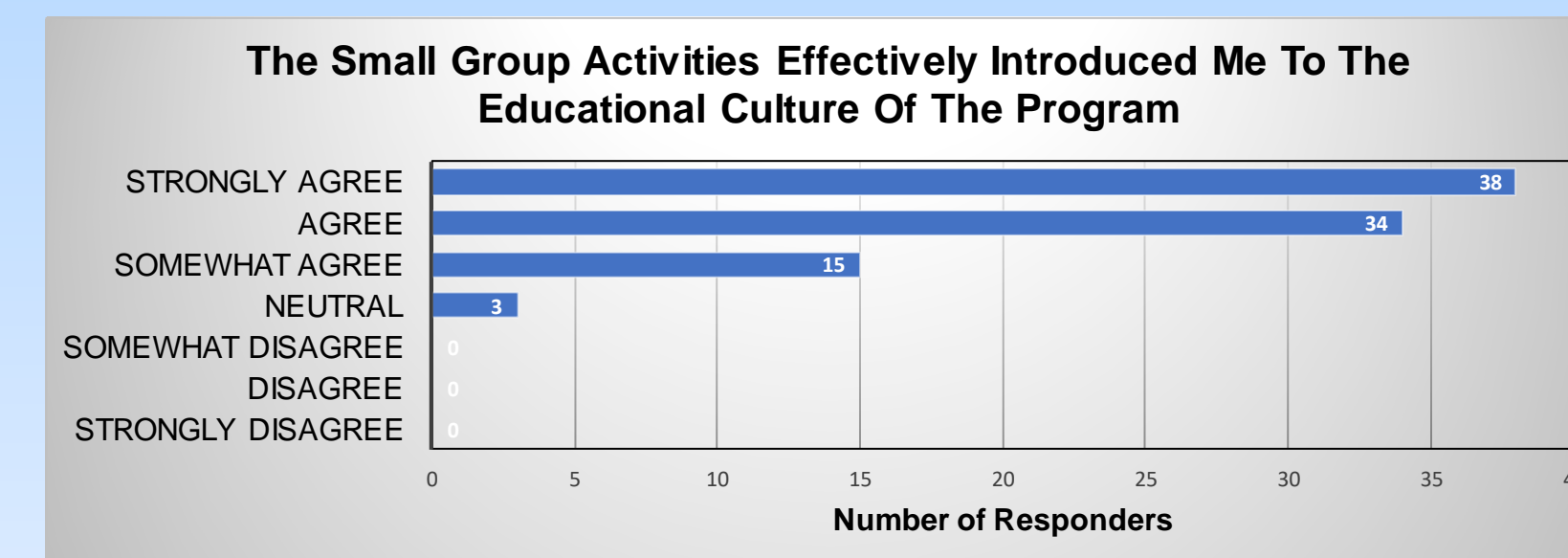
## Findings

Total Number of Survey Respondents: 91/154 (59%)

Number of Respondents Who Viewed Video Prior to Interview Day: 89/91 (98%)

Comments on video length:

Much too long:	5%
A bit too long:	57%
Just right:	38%



## Comments

“I liked the approach and thought it was a good idea. The only comment I would make is that it would be hard to do that for every program.”

“Overall one of the best and most interactive interview days. Kept me constantly engaged and the day flew by. I would definitely keep the interactive experiences in the morning particularly the writing of 4 important things to us.”

“Loved the flipped classroom! Gave me a good idea of the culture here and also made the interview day more interesting!”

"The first flipped classroom activity was helpful- the second (teaching each other) may need to be changed.. Many of the applicants were just reading off their sheets which I don't think was the aim of the activity”

## Lessons Learned

A flipped classroom approach to interview day is feasible and can enhance the applicant experience of the interview day.

Attention to the length and content of the video is important.

Active resident participation in the small group activities facilitates a positive learning climate.

To facilitate a non-evaluative experience for applicants, program leadership left the room during the small group activities.

If more programs consider this approach, it may be challenging for applicants to view the key information prior to interview day.