

Moderator Guide for Role Playing

Purpose: Guide the participants through the challenges of the role play and arrive at a main learning point by the end

Objectives:

- Your objective is to help each role-player work through and explain the pressures they feel in this scenario
 - The role players will need to be able to share their thoughts about these pressures at the end of the session
- Make sure role-players know that scenarios have been chosen because they are challenging
- Ultimately you want to assist them in coming up with a “solution” that adequately addresses their concerns and personal pressures, while upholding ethical principles.

Role:

- Your role is NOT to give them the answers but to let them actively participate in the process to achieve their own answers. This will facilitate incorporation of approaches into their personal wheelhouses
- You should call a time out when:
 - Role players are not making progress, and feedback is indicated
 - Role players would benefit from re-direction
 - Feedback or suggestions from the audience is indicated

At the Conclusion:

- Thank the role players and audience for their participation and reinforce the fact that they may face the situation in the role play.
- Reinforce the fact that you recognize how difficult the situation was for them and that it was intentionally created to be challenging.
- Get feedback from the role players
- Get feedback from the audience
- Have everyone identify a take home message
 - What would they do different after participating in or seeing this role play?

Examples of Intern Applicant Responses to Inappropriate Interview Questions

Interviewer Questions	Sample Applicant Initial Responses	Sample responses if interviewer asks the question again
<p>“I see that you are in a couple’s match. Are you planning on having a family soon?”</p>	<p>“Yes, we’re in a couple’s match, but our decision about whether or not to start a family won’t affect my training.”</p>	<p>“Honestly, my understanding of NRMP (or AAIM) rules is that we shouldn’t be talking about this.”</p>
<p>“I see that you are married. Are you planning to have kids?”</p>	<p>“Yes, we are thinking about kids but I do not anticipate this will influence my performance during training.”</p>	<p>“Honestly, my understanding of NRMP (or AAIM) rules is that we shouldn’t be talking about this.”</p>
<p>“Where did you rotate for your Sub-Is and how would you rank them against this program?”</p>	<p>“I’m still in the process of gathering information about programs, so I can’t answer that question right now.”</p>	<p>“Honestly, my understanding of NRMP (or AAIM) rules is that we shouldn’t be talking about this.”</p>
<p>“What was the worst thing that happened to you during an away rotation? Where was the away rotation?”</p>	<p>“Thanks for asking. I had really positive experiences during my away rotation”, OR “Thanks for asking. I was really lucky to be able to do “x” during my away rotation”</p>	
<p>Where else have you interviewed?</p>	<p>“My understanding of NRMP (or AAIM) rules is that we shouldn’t be talking about this.”</p>	
<p>“How would you rank our program compare to others?” or “What other programs are you ranking?”</p>	<p>“I’m still in the process of gathering information about programs, so I can’t answer that question right now.”</p>	<p>“Honestly, my understanding of NRMP (or AAIM) rules is that we shouldn’t be talking about this.”</p>

<p>“What geographical areas are you considering?”</p>	<p>“I’m keeping an open mind about locations. Ultimately, I want to find a program that matches my needs and interests, which is more important to me than just the location.”</p>	<p>“Honestly, my understanding of NRMP (or AAIM) rules is that we shouldn’t be talking about this.”</p>
<p>“Is there anything about your religion that would keep you from performing your clinical duties?”</p>	<p>“I can’t think of any. In fact, I believe my faith makes me a better doctor.”</p>	<p>“Honestly, my understanding of NRMP (or AAIM) rules is that we shouldn’t be talking about this.”</p>
<p>“I see that you went to a Catholic school. I’m a Seventh-day Adventist. Do you think your school would admit me?”</p>	<p>“I don’t know. I wasn’t involved in final admissions decision-making.”</p>	

Examples of Applicant Responses to Inappropriate Interview Questions

Interviewer Questions	Sample Applicant Responses
"I see that you are in a couple's match. Are you planning on having a family soon?"	"Yes, we're in a couple's match, but our decision about whether or not to start a family won't affect my training."
"I see that you are married. Are you planning to have kids?"	"Yes, we are thinking about kids but I do not anticipate this will influence my performance during training."
"I see that you graduated from a foreign medical school. What do you think about the current events back home?"	"My medical experience outside of the US will allow me to bring a richness of experience and diversity of thought to your program. I am focusing on entering a program right now, as opposed to events back home."
"How would you rank our program compare to others?" or "What other programs are you ranking?"	"I'm still in the process of gathering information about programs, so I can't answer that question right now."
"It is now relatively late in the interview season. I think you would be perfect for our program. Where do you think you will place us on your rank list?"	"Thanks for your kind words. I need to look at all my notes before I commit to a rank order list"
"If you are really interested in our program, I think you should come back for a second look. Will you be coming back for a second look?"	"As you can imagine, my schedule is quite hectic during this time of the year, so I would have to look closely at my travel plans before I could commit to that."
"If you are really interested in the program, you should be sure to let us know that after interview day, even if the program policy indicates that communication isn't necessary."	"Thank you for that advice; I had not known that about this program."
"What geographical areas are you considering?"	"I'm keeping an open mind about locations. Ultimately, I want to find a program that matches my needs and interests, which is more important to me than just the location."
"Is there anything about your religion that would keep you from performing your clinical duties?"	"I can't think of any. In fact, I believe my faith makes me a better doctor."
"I see that you went to a Catholic school. I'm a Seventh-day Adventist. Do you think your school would admit me?"	"I don't know. As a student, I wasn't involved in final admissions decision-making."

“What other programs are you interviewing at?”	“I’m still waiting to hear back from some programs to decide where to interview. So, I can’t answer that question right now.”
What other programs have you interviewed at?	“I’ve been interviewing broadly at programs of different sizes and locations while I try to determine which one has the best fit for me, but I am very happy to be here today interviewing at your program as I go through the process.” If they insist on asking the question again→“Many of your regional and national colleagues with similar programs, as you would expect for someone with my ERAS application.” If they continue to insist on asking the question→“I’m sorry, but I would like to be judged by my performance during this interview as opposed where else I might have been interviewed, since I think our interview should focus on whether I am a good fit for YOUR program and whether YOUR program is a good fit for me.

Sample Interviewer Responses to Applicant Questions about Program Ranking

Applicant Question	Sample Interviewer Responses
<p>“If I told you I was interested in [specialty/primary care/interviewer’s research interest], would that increase my chances of Matching here?”</p>	<p>“The rank list committee takes into account many facets of an application, including authenticity, so I cannot speak specifically to your question.”</p>
<p>“Whom do I need to let know that you are my number one choice program?”</p>	<p>“Our program follows the AAIM guidelines for interview and post-interview communication, so, while that type of communication may be discouraged, you are free to mention that to whomever you would like. However, do not expect a response.”</p>
<p>“Should I come here for a second look?”</p>	<p>“Second looks are available to those applicants that believe it will help them make a decision about their rank list, but we do not use them to assess candidates.”</p>
<p>“How would you rank your program compared to other local competitors?”</p>	<p>“All programs have their own character and strength. Comparing ourselves to others does not change who we are and we prefer to sell ourselves on our own merits.”</p>
<p>“Are there international medical graduates in this program? If so, why?”</p>	<p>“We fill our program with those that we think are the best fit for them and for us, regardless of where they are from”</p>
<p>“I’ve been offered a position outside of the Match, but I would prefer to be here. What advice can you give me?”</p>	<p>“I cannot speak to your chances of getting into our program, so I would advise you to do what you think is right for you.”</p>

Role Play – Out of Match Offer

You are a program director and just completed your interview of an applicant who had done well during the interview. You believe the applicant will be a good match for your program and expect to rank them near the top of your list. Later, the applicant comes up to you and reports receiving an email with an “outside the match” offer from another program.

You are concerned that your program may not fill all your spots this year. Last year you matched down to the very bottom of your rank list and the year before you had to “scramble” to fill one position, because your program did not fill.

How do you respond to this applicant?

Role Play – Out of Match Offer

You have just completed your interviews at fellowship program as an applicant and feel really good about your interactions today. You can definitely see yourself coming here and being very happy and getting good training. You're thinking that you will likely rank this place high on your match list, because you like the geographical area and have family and friends in the local area.

As you are waiting to say good-bye to the fellowship director, you decide to check your emails on your cell phone. You open an email from another fellowship program, that you did not like as much but felt it was acceptable. The email offers you a position for the next academic year outside of the match but asks that you give them an answer within the next two days.

You decide to tell the current fellowship director about the email and the offer from the other fellowship program with the hope that they could give you a sense of where they are going to rank you on their match list.

Role Play – Pressure for Information about Other Programs

At the end of your fellowship interview, the faculty interviewer asks you if there is any feedback you would like to give about your interview day. Though you don't want to get anyone into trouble, you bring up your concerns about your conversation with a program representative between interviews. You tell that the person kept probing you about other fellowship programs you have interviewed at, including questions about:

What you liked about other programs?

How have you planned to rank those programs?

Role Play – Pressure for Information about Other Programs

You are a faculty interviewing an applicant for your fellowship program. At the end of the interview, you solicit feedback from the applicant to give about the interview day. Though the applicant doesn't want to get anyone into trouble, he/she brings up concerns about a conversation with a program representative between interviews. The applicant tells you that a program representative kept probing them about other fellowship programs at which they had have interviewed, as well as questions about:

What the applicant liked about other programs?

How the applicant has planned to rank those programs?

Attestation Form

I have participated in the program's annual training. I have clarified any questions regarding its content and attest to fully understanding program expectations related to my role as a program representative during recruitment.

Name: _____ Date: _____

Signature: _____