

## A Good Defense is the Best Offense: Interview Tips for Success

**Megan Evans, PharmD, BCPS**  
Research Pharmacy Manager  
ICON plc  
[megan.evans@iconplc.com](mailto:megan.evans@iconplc.com)

**Jenny Bishop, PharmD, BCPS**  
Residency Program Director  
St. Mark's Hospital  
[jennifer.bishop@mountainstarhealth.com](mailto:jennifer.bishop@mountainstarhealth.com)

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## Disclosure

- **Relevant Financial Conflicts of Interest**

- CE Presenter, Megan Evans:
  - none
- CE Presenter, Jenny Bishop:
  - none

- **Off-Label Uses of Medications**

- None

- **Protection of the Innocent**

- Although real interview stories will be shared, the names and locations of those involved may have been changed to protect their identities



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## Learning Objectives – Pharmacists/Technicians

1. Articulate a brief introduction for an interview
2. Tell 2-3 personal stories using the PAR method during an interview
3. List preparation steps to take prior to a web-based interview
4. Identify things to avoid when creating and performing an interview presentation
5. Write a 'thank you' note or email at the conclusion of an interview (EVERY DANG TIME!)



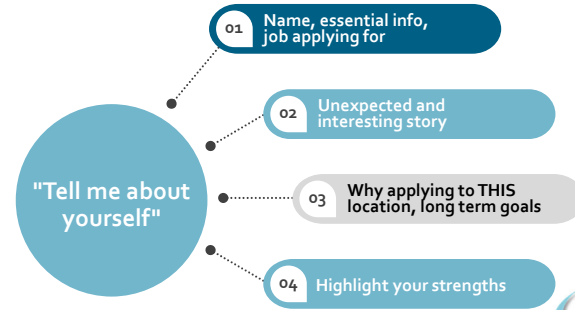
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## Introductions

"I'm young-ish obviously"



## Introductions



Self Made Minimal: How to Create an Elevator Speech About Yourself - Elevator Speech Sample! - <https://www.youtube.com/watch?v=c3D3jbydE0> 2/2020  
BrightInterview.com - HOW TO ANSWER: Tell Me About Yourself - <https://www.brightinterview.com/answer-tell-me-about-yourself/> (from video: Elevator Speech Sample)  
How To Be Awesome at Your Job Podcast #299: How to Rock an Interview with Pamela Skillings - <https://www.awesomeatyourjob.com/299-how-to-rock-an-interview-with-pamela-skillings/>



## Introductions



- Prepare
  - Write down the top 5 things about yourself
  - Take some time to write the key points you wish to convey
- Let's Practice
  - You introduce yourself
  - We will judge you

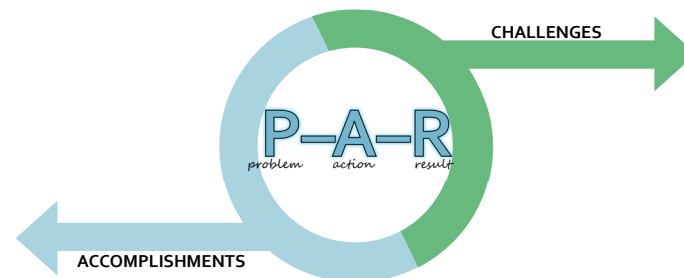


# Behavioral Interview

**"I arrived promptly at 8 am and parked on the north side of the building..."**



## Story Development



- Google: "Behavioral Interview Questions"
- ASHP has a list: [Interview Skills Packet for Residency Candidates \(ashp.org\)](https://www.ashp.org/-/media/assets/pharmacy-student/docs/Student-Residency-Guide/psf-residency-interview-skills-packet.pdf) - <https://www.ashp.org/-/media/assets/pharmacy-student/docs/Student-Residency-Guide/psf-residency-interview-skills-packet.pdf>
- Self Made Millennial: <https://www.youtube.com/watch?v=ZSSiDamp93c>



## Delivery: Capture & Maintain Attention

- Capture & Maintain Attention
- In-Person vs Virtual
  - "Command the Room/Screen"
  - Be comfortable
  - Stand your ground



How To Be Awesome at Your Job Podcast #769: How to Command the Room, Connect with Your Audience, and Close the Deal with Laura Sicola - <https://awesomestayourjob.com/769-how-to-command-the-room-connect-with-your-audience-and-close-the-deal-with-laura-sicola/>

## Let's Practice

- Come up with a story that would fit for one of these behavioral questions:
  - What are your greatest weaknesses/strengths?
  - How do you respond to negative feedback or bad reviews? What is your process?
  - What is your approach to handling project delays?
  - Have you ever failed to accomplish a task?
  - Describe a situation where you noticed that a team member's behavior was affecting team cohesion. How did you react?
  - Give me an example of a time when you were able to successfully persuade someone at work to see things your way.

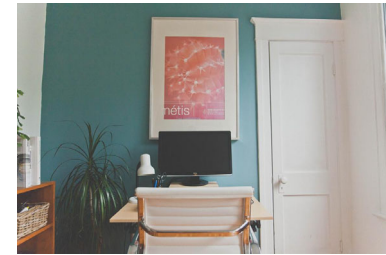


Questions from:  
<https://www.testagorilla.com/blog/behavioral-interview-questions/>  
<https://www.themuse.com/advice/behavioral-interview-questions-answers-examples>

# Virtual Etiquette

## Virtual Etiquette

- <https://www.youtube.com/watch?v=rQwanxQmFnc>



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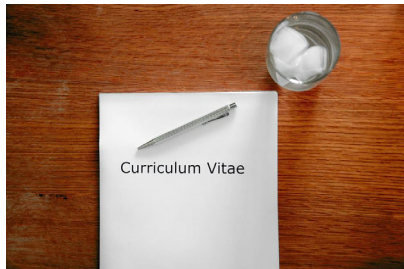
## Resources

- [Video and Phone Interview Best Practices](#)
- [Tips for a Successful Virtual Interview](#)
- [Virtual Interview Tips: Do's and Don'ts](#)
- [Etiquette Tips For Virtual Interviews and Networking During Residency Season](#)



## Final Notes

## Know your CV



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## Say. Thank. You. Dang. It.

- Email is sufficient



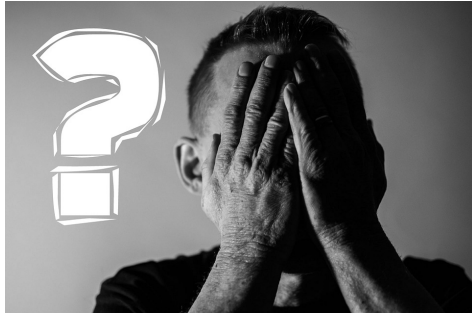
## Online Presence



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## Decisions: The Fall Out

## It Might Not be You



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## Information Dump

## ASHP Interview Preparation Resources

- [Video and Phone Interview Best Practices](#)
- [How to Look Good in Skype Interviews](#) (youtube)
- [Tips for a Successful Virtual Interview](#)
- [Interview Season: Tips for Managing Interviews with a Busy Schedule](#)
- [Virtual Interview Tips: Do's and Don'ts](#)
- [Tips and Tricks to Nail the Interview: Advice from the New Practitioner's Forum](#)
- [Etiquette Tips For Virtual Interviews and Networking During Residency Season](#)
- [A new practitioner's guide to a successful interview](#) – AJHP Vol 65 Nov 15, 2008
- [Getting the most from residency interviews](#) – AJHP Vol 70 Dec 1, 2013
- [Streamlining the residency interview process using Web-based teleconferencing](#) – AJHP Vol 71 May 1, 2014
- [Tips for succeeding at pharmacy phone interviews](#) – AJHP Vol 72 Nov 15, 2015
- [Common mistakes of pharmacy job seekers](#) – AJHP Vol 68 Feb 15, 2011

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