



ACP

Michigan Chapter

Interview GUIDE

PERSONAL BACKGROUND & REFLECTION

Tell me about yourself.

What inspired you to pursue a career in medicine?

Why are you interested in internal medicine?

Describe a pivotal moment in your medical education.

How have your life experiences outside of medicine shaped your approach to patient care?

Discuss a challenging case you encountered during your rotations.

Describe a time when you had to make a difficult clinical decision.

What do you think is the importance of evidence-based medicine?

What do you think are the most important qualities of a good physician?

How do you prioritize patient care when managing multiple critically ill patients at the same time?

MEDICAL KNOWLEDGE & CLINICAL SKILLS

TEAMWORK & INTERPERSONAL SKILLS

Describe an experience working in a multidisciplinary team and what you learned from it.

Describe a time when you had to adapt your communication style to work effectively with someone from a very different background or specialty.

Can you provide an example of a time when you needed to build rapport with a difficult team member to achieve a shared goal?

How do you manage differences in opinion with colleagues, especially when it involves a patient's care plan?

How do you approach ethical dilemmas in medicine?

Describe a situation where you had to advocate for a patient.

What does professionalism mean to you?

Describe a situation where you observed a colleague acting unprofessionally. How did you handle it?

How would you approach a situation where a patient's family is requesting treatment that you believe is not medically beneficial?

ETHICS & PROFESSIONALISM

RESEARCH & ACADEMIC INTERESTS

Have you participated in any research projects? If so, describe your role.

How do you plan to contribute to the academic community during residency?

How do you approach balancing clinical duties with research interests, especially when both demand your attention?

What specific gaps in current medical knowledge are you most interested in addressing through research?

How do you incorporate findings from your own or others' research into your clinical practice?

What are your long-term career goals in internal medicine?

Are you interested in pursuing a fellowship? If so, in what area?

Where do you see yourself in 10 years?

FUTURE PLANS & CAREER GOALS

PROGRAM
SPECIFIC

Why are you interested in this particular residency program?
What do you hope to gain from this residency experience?
How do you see yourself contributing to our program?
How do you see yourself growing specifically in this program, and how would that growth help you achieve your long-term goals?
What unique challenges do you expect to face in our program, and how will you leverage your strengths to overcome them?

What are your strengths?
What are your weaknesses?
How do you prioritize tasks when faced with multiple responsibilities?
Describe a time you disagreed with a colleague/had a work-related conflict and how did you approach resolving it?
Describe a time you received difficult feedback, how did you handle it?
Describe a time you had to deliver difficult news, what methods did you use?
Describe a time that you had a challenging interaction with a patient/family.
Describe a time a patient/family was upset with a situation involving you.
Describe a time you made an error/failed and how you handled it.
Describe a time you had to handle pressure or a stressful situation or unexpected challenges.
Describe a time you set a goal and achieved it.
Describe a time you motivated others/effectively worked with a team/went above and beyond.
Describe a time you did the right thing rather than what you really wanted to.
How do you handle stress and pressure?

SITUATIONAL &
BEHAVIORAL

DIVERSITY &
INCLUSION

How do you approach caring for patients from diverse backgrounds?
Describe an experience where you promoted diversity in your medical practice.
How do you approach learning about cultural or social factors that may impact your patient’s care?
Describe an experience where understanding a patient’s background helped you improve their care.

QUESTIONS BY
THE APPLICANT

Questions for Residents

What has been the most rewarding aspect of your residency experience here, and what has been the most challenging?
How does the program support resident wellness, especially during more demanding rotations?
Can you describe the culture of teamwork and support among residents in this program?
How accessible and supportive are attendings and senior residents when you need guidance or feedback?
How has the program helped you develop your clinical skills, especially in areas where you initially felt less confident?

Questions for the Program Director

What are the core values that you believe set this program apart, and how do you see those values influencing resident training?
How does the program incorporate resident feedback to make improvements, and can you give an example of a recent change inspired by resident input?
What opportunities are available for residents to pursue research or academic projects, and what resources does the program provide to support those endeavors?
What qualities do you look for in applicants who thrive in this program, and what advice do you have for residents aiming to succeed here?
How does the program help residents prepare for their career goals after residency, whether in fellowship, academia, or private practice?

Questions for Faculty

How do you approach teaching residents on busy clinical days, and what do you focus on most in those moments?
What qualities do you appreciate most in residents, and how do you support them in developing those qualities?
How do you balance patient care and resident autonomy, especially in complex cases where residents are taking the lead?
Can you describe a recent instance when you saw a resident demonstrate significant growth in clinical decision-making or leadership?
What aspects of the residency program do you think best prepare residents for independent practice, and where do you see opportunities for further growth?