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### **Recruiting Resources:**

AAMC (Association of American Medical Colleges)

[Conducting Interviews During the Coronavirus Pandemic](#)

Exploring unconscious bias in academic medicine

<https://www.aamc.org/initiatives/diversity/learningseries/346528/howardrossinterview.html>

What you don't know: The science of unconscious bias and what to do about it in the search and recruitment process" <https://surveys.aamc.org/se.ashx?s=7C7E87CB561EC358>

Best Practices for Conducting Residency Program Interviews Toolkit:

[https://www.aamc.org/system/files/2020-](https://www.aamc.org/system/files/2020-05/best%20practices%20for%20conducting%20residency%20program%20interviews.pdf)

[05/best%20practices%20for%20conducting%20residency%20program%20interviews.pdf](https://www.aamc.org/system/files/2020-05/best%20practices%20for%20conducting%20residency%20program%20interviews.pdf)

### **Interview Questions to consider:**

1. "Tell me about a time in which you demonstrated initiative."
2. "Tell me about the progress that you've made in the last year that you are particularly pleased with."
3. "If you had to identify one area in particular that you want to work on during Residency/fellowship, what would that be?"
4. "Tell me about a difficult situation with a patient or family, maybe one that didn't go as well as you liked, and what you took away from it."
5. "Can you tell me about a challenge in a past role, how you identified it, how you resolved it?"
6. "What value would you bring to your role?"

**Implicit Association test** <https://implicit.harvard.edu/implicit/education.html>

**Other Resources on Unconscious Bias:** <https://www.cookcross.com/docs/UnconsciousBias.pdf>

### **Microaggressions:**

**HBR Article:** [You've Been Called Out for a Microaggression. What Do You Do?](#)

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NYTimes: <https://www.nytimes.com/2019/08/18/smarter-living/what-to-do-when-youve-said-the-wrong-thing.html>

Upstander/Bystander 5 D's of Intervention: <https://www.ihollaback.org/resources/>

Other resources on virtual communication:

[What Deaf People Can Teach Others about Virtual Communication](#)