The Interview – Identifying Applicants with a Growth (not Fixed) Mindset

1. Questions to highlight a growth vs fixed mindset
   a. Tell me about a time when you disagreed with someone about a plan of care.
      i. Note: Don’t add “and how you resolved it” (Don’t ask leading questions)
   b. Tell me about a time when you were unsure of a diagnosis
   c. Could you describe a time when you had to juggle school and other priorities?
   d. Could you tell me about a time when you felt unprepared for the task in front of you?
   e. Tell me about a time when you were unable to complete your work for the day.
   f. Tell me about a time when you didn’t know the answer to a parent’s question.
   g. Tell me about something you are most proud of.
   h. Tell me about an experience you had as a medical student that you learned the most from?
      i. Tell me about a time when a supervisor was very critical of you.

2. Conveying information from the interview - How to hear the growth mindset in the answers. Guide the interviewer by providing a checklist of what they are looking/listening for. Two examples:

   Please rate the applicant on the following characteristics, based on your interview

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<th>No</th>
<th>Somewhat</th>
<th>Yes</th>
<th>Unable to tell</th>
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<td>Flexibility</td>
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<td>Team player (shares workload)</td>
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<td>Open communicator</td>
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<td>Knows limitations</td>
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<td>Good listener</td>
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<td>Self-directed/passionate about learning</td>
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<td>Resilience</td>
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Additional Comments:

Or try an open-ended question, such as:

Please provide feedback on the applicant with regard to the following characteristics (describe):

a. Flexibility
b. Team player (shares workload)
c. Open communicator
d. Knows limitations
e. Accepts help
f. Accepts feedback
g. Good listener
h. Self-directed/passionate about learning
i. Resilience