About DOC (dropoutclub.org)

Our aspiration is to unite the global community of doctors, scientists and other biomedical professionals who seek to shape healthcare through innovative careers outside of traditional clinical and research tracks.

We focus on 3 specific objectives:

- Connect members with great opportunities that leverage their unique backgrounds and experience.
- Help employers rapidly source talent with highly specific biomedical and business experience.
- Facilitate the online and in-person exchange of ideas, insights and opportunities among our members.

Ultimately we hope that this will help improve the healthcare system by placing those who understand the real content of healthcare in leadership positions.

Contact us at contact@dropoutclub.org
Before we start, it’s important to know that:

An interview is an opportunity for you to flesh out a narrative about the value you will bring to the job and who you are.

Today’s session is about building the knowledge and tools to convey a strong personal narrative in your interview.
Part 1

3 steps to a successful interview

- Research the job
- Research yourself
- Practice

Topics

- The employer context
- Interview types
- Interview strategies
- The winning mindset
- Speaking about yourself
- Pulling out the right experiences
- The value of practice
- Live practice
RESEARCH THE JOB

The structure of a typical company

COMPANY X

R&D
- Hiring manager

MANUFACTURING
- Hiring manager

MARKETING
- Hiring manager

HR
- Recruiter
- Recruiter
- Recruiter

Hiring manager:
- Approves hiring need
- Writes job description
- Makes final hiring decision

Recruiter:
- Finds talent
- Screens talent

“I need this type of employee”
RESEARCH THE JOB

Before you interview, understand what the employer is looking for and then develop your narrative to best fit that

**Tips for knowing what an employer seeks**

1. Understand the hard and soft skills they are looking for in the job description
2. Look beyond the job description and consider what would make a winner in that position
3. Look up individuals with that role today

Employers look for the unicorn they describe, but overwhelmingly settle for the best approximation.
<table>
<thead>
<tr>
<th>Types</th>
<th>When / who</th>
<th>Employer goals</th>
<th>Your goals</th>
<th>Tips</th>
</tr>
</thead>
<tbody>
<tr>
<td>Phone screen</td>
<td>Early Recruiter</td>
<td>Assess if candidate is qualified</td>
<td>Make them think “X is great and has relevant experience”</td>
<td>Understand the difficulty of telephony</td>
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<tr>
<td></td>
<td></td>
<td>Assess if candidate is presentable</td>
<td>Understand next steps</td>
<td>Speak of your work quickly and expertly</td>
</tr>
<tr>
<td>Phone interview</td>
<td>Early Recruiter, hiring manager or</td>
<td>Test candidate qualifications and fit</td>
<td>Make them think “It is worth bringing them in to meet the team”</td>
<td>Research interviewer</td>
</tr>
<tr>
<td></td>
<td>occasionally lead</td>
<td>Must pass the “I want to work with them” test</td>
<td>Convey expertise, relevance, and enthusiasm</td>
<td>Spend time connecting with interviewer (1/4 of the time)</td>
</tr>
<tr>
<td>Tests</td>
<td>Early Recruiter or low-level</td>
<td>Assess large numbers of applicants rapidly</td>
<td>Pass the test</td>
<td>Have a compelling narrative</td>
</tr>
<tr>
<td></td>
<td>employees in relevant division</td>
<td></td>
<td>Make a positive impression on everyone you interact with</td>
<td>Do not get ahead of yourself – ensure you will pass this before</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>undertaking other prep</td>
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<td></td>
<td></td>
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<td></td>
<td>Go early and get to know the recruiters</td>
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## RESEARCH THE JOB

### Interview types (2 of 3)

<table>
<thead>
<tr>
<th>Types</th>
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<tr>
<td>Fishbowl or group interview</td>
<td>Mid</td>
<td>Assess candidate behavior in a group setting</td>
<td>Make them remember you</td>
<td>Shine when it's your turn</td>
</tr>
<tr>
<td></td>
<td>Hiring manager or lead</td>
<td>Assess candidates relative to peers</td>
<td>Stand out (but have manners)</td>
<td>Have a positive role (leader, organizer, time keeper, people manager)</td>
</tr>
<tr>
<td>F2F interview</td>
<td>Mid-late</td>
<td>Test candidate qualifications and fit</td>
<td>Make them think “I would love to work with this person”</td>
<td>Research interviewer</td>
</tr>
<tr>
<td></td>
<td>Hiring manager but more likely lead</td>
<td>Must pass the “I want to work with them” test</td>
<td></td>
<td>Spend time connecting with interviewer (1/4 of your interview)</td>
</tr>
<tr>
<td></td>
<td>Late</td>
<td>Democratize hiring decision</td>
<td>Make them think “I would love to work with this person”</td>
<td>Have compelling stories</td>
</tr>
<tr>
<td>Site visit</td>
<td>Late</td>
<td>Focus assessment on candidate fit</td>
<td>Make a positive impression on everyone you interact with</td>
<td>Find a champion for you</td>
</tr>
<tr>
<td></td>
<td>Working team you would join</td>
<td></td>
<td></td>
<td>Ask questions about job and company as a means to connect</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Provide value to the people you meet</td>
</tr>
</tbody>
</table>
## RESEARCH THE JOB
### Interview types (3 of 3)

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<th>Tips</th>
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</thead>
<tbody>
<tr>
<td>Presentation</td>
<td>▪ Late&lt;br&gt;▪ Working team you would join, executive team&lt;br&gt;</td>
<td>▪ Assess candidate communication skills, primarily&lt;br&gt; ▪ Assess candidate expertise, leadership and on-feet thinking, secondarily</td>
<td>▪ Make them remember the key points of the presentation&lt;br&gt; ▪ Make them think “That person is smart. Very enjoyable presentation”</td>
<td>▪ Speak clearly and project your voice&lt;br&gt; ▪ Have clear takeaways&lt;br&gt; ▪ Answer question you were asked&lt;br&gt; ▪ Do not be afraid of saying “I don’t know”</td>
</tr>
</tbody>
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Part 2

3 steps to a successful interview

Research the job

Research yourself

Practice

Topics

- The employer context
- Interview types
- Interview strategies
- The winning mindset
- Speaking about yourself
- Pulling out the right experiences
- The value of practice
- Live practice
RESEARCH YOURSELF
Winning attitudes in interviews

- Differentiate yourself by being fearless. Take the job for what it is.

- Internalize that you are not an idiot. You are incredibly learned and skilled.

- Be wise about your narrative. You are very unlikely to fake yourself into a job.
RESEARCH YOURSELF
Candidates are overwhelmingly underprepared for interviews: The 4 categories of questions you will face

1. **Experience summary**: Rapidly explain what you have spent the last 5-10 years doing. This may be a quick summary of your research or a quick run-through your resume.

2. **Who you are**: Questions about moments of leadership, conflict, stress, or achievement. Stories are generally assessed based on response relevance, leadership demonstrated, entrepreneurship, and your impact in the situation.

3. **Logistics**: When you can start, visa sponsorship questions, title, pay.

4. **Questions for them**: Open forum for you to ask the interviewer questions about the job or company.
Tell me of a time…

- …you ran into conflict with someone you managed and how you resolved it
- …when someone you worked with was doing something wrong and you handled it
- …you were at odds with a superior and how you handled it
- …you were the leader of a group and you felt you were failing and what you did about it
- …you had at work, what caused it, and what you did about it
- …you achieved something great after much hard work
- …you failed at something and what you learned from it
Common situations to draw experiences from

- Managing rotation students, technicians, summer help
- Extra-curricular experiences (e.g. volunteer situations, clubs, music groups)
- Conflict with PI, collaborators, 3\textsuperscript{rd} party vendors
- Failure in experiments
- Conflict or achievements in previous jobs
- Transition moments (from undergrad PhD, from PhD to postdoc)

A) Draw from experiences in the last few years. College is probably too long ago
B) Sketch down every story you can think of against these categories
### How to tell a compelling story in an interview

<table>
<thead>
<tr>
<th>Section (Relative amount of time)</th>
<th>Description</th>
<th>To-dos</th>
<th>To avoid</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Context</strong> (30%)</td>
<td>- Introduce the situation/context, the people involved, and your role</td>
<td>- Tell a story that answers the prompt</td>
<td>- Brag</td>
</tr>
<tr>
<td></td>
<td>- Describe the source of conflict</td>
<td>- Uncover introductory details linearly and simply</td>
<td>- Be apologetic</td>
</tr>
<tr>
<td></td>
<td>- Detail how it was resolved</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Conflict</strong> (69%)</td>
<td>- Share the outcome of the mitigated conflict</td>
<td>- Make the conflict human: be vulnerable, share details, show empathy,</td>
<td>- Be perfect</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Be honest</td>
<td>- Gloss over details that make you look bad</td>
</tr>
<tr>
<td><strong>Conclusion</strong> (1%)</td>
<td>- Share the outcome quickly to close the story—no one cares what came of it</td>
<td></td>
<td>- Make the story an opportunity to talk about your accomplishments</td>
</tr>
</tbody>
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## Part 3

### 3 steps to a successful interview

- **Research the job**
- **Research yourself**
- **Practice**

### Topics

- The employer context
- Interview types
- Interview strategies
- The winning mindset
- Speaking about yourself
- Pulling out the right experiences
- The value of practice
- Live practice
### Science job

A three sentence summary, with relevant nouns, all of it positioned towards the job that you are applying for

### Non-science job

A one-two sentence summary of your research, at the level your science-hating grandpa would both understand and find cool
Tell me of a time you were in charge of someone you had conflict with and how you resolved it?

Tell me of a time you had conflict with a superior and how you resolved it?
PRACTICE
Be prepared…

▪ …for the interview:
  ▪ Know the purpose of the interview
  ▪ Know the company, who you are speaking with, the job posting in and out, the location of the job

▪ …to give a research summary:
  ▪ If a science job: A 3 sentence summary, with relevant nouns, positioned towards what you are applying for
  ▪ If a non-science job: A 1-2 sentence summary of your research – at the level your grandma would like

▪ …to continue to position yourself for the job:
  ▪ Understand each question and what the desired answer would be. Be honest, just be smart.