

Interviewing

University of Minnesota - College Pharmacy

Practice your responses to possible interview questions
Research, Rehearse and Write it down

Transferable Skills

Taking your skills in your past experiences and applying them to another

- Ask yourself why the interviewer is asking the question they are? What are they trying to get at?
 - For example, a question about multi-tasking implies that the position requires strong multi-tasking abilities and thus you will want to have clear examples to demonstrate your skills
- Employers want to know what your experience is in dealing with situations that may come up in their company
- Research the company and position qualifications so you can match your response to what they seek for the position
- Connect what skills you have developed in your past jobs and how it connects to the company/position

SAR

Situation, Action, Results

When an interviewer asks you a *behavior based* question, you want to give specific evidence of your answer. SAR is one method used to organize your response.

- **Situation** - Briefly describe the context of the situation (who, what, etc)
- **Action** - Describe action YOU took
- **Results** - Indicate what happened and what you learned

Example Question:

"Tell me about a time where... [you managed multiple demands]"

Responding:

- What can you highlight that not all pharmacy students can say? (Most students can answer: "I have 6 classes, and a part time job, I color code my planner, etc").

Instead, use a SAR Response:

- Give an actual circumstance of a specific time where you had to manage multiple demands
- "I was assigned a project where I had to oversee several student tasks, coordinate "

Practice (with friend, colleague, advisor, who will provide constructive criticism or examples).

"Tell me About Yourself"

Present, Past, Future

Expect to get this question asked in an interview. Practice your response so you are prepared!

Where am I now, Where have I been, Where do I want to go

This is *not* a biography of your life.

Connecting past and present experiences, the skills you have learned and strengthened, and how you will be a good match for the position you are applying for.

Start with the present—where you are right now. Then, segue into the past—a little bit about the experiences you've had and the skills you gained at the previous position, ideally what got you passionate about this field, and finally, finish with the future—why you are really excited for this particular opportunity.

Remember to make this specific and unique to you, your experiences, and your skills, usually all in 2-3 minutes, depending on the interview length.

Set-up:

1. Currently I _____
(Describe yourself in the present as it relates to the position for which you are applying - education, work, special interests, strengths, research areas or certifications)
2. Before that I _____
(Describe experiences and skills that you have utilized that relate to the position for which you are applying. AVOID a biography of all positions or past experiences)
3. I'd really like to _____
(Describe how you plan to utilize your experiences and skills and why you are applying to this position)

Questions to consider:

Why are you a good match for the employer?
Why are they a good match for you?



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How to Make Your Interview Different than Your CV

Pick a bullet point or an experience that you mention on your CV and go into more depth.

How does what you did at a particular company match the skills needed for the job you are applying/interviewing for?

Practice the SAR response approach to this as you give details about a certain experience.

YOUR CV GETS YOU IN THE DOOR. THE INTERVIEW IS YOUR CHANCE TO TELL MORE.

The interview brings your CV to life. Go into detail about specific experiences.

To Mention High School or Not?

How to determine how far back to mention your experiences

Be selective about what you include on your CV as well as in your responses in your interview.

Typically, do not mention items from high school and limit undergraduate experiences (especially as a PD3 or PD4 student). If an experience really stands out and can connect to the skills or the company you are applying for, consider mentioning it.

Ask yourself:

- Is it relevant to the position?
- Does it prove your a good match for the company and their values?
- Will it make you stand out in comparison to other candidates?

Examples might include:

- Projects or presentations you were apart of
- Research
- Volunteer trips
- Shadowing or internships

Keep in mind that what you expand on should aim to differentiate your self from other candidates.

Resources

InterviewStream (video mock interview):

<https://umn.interviewstream.com/>

Five Quick Tips for Interviewing as a Pharmacy student:

<https://www.pharmacytimes.com/contributor/alex-barker-pharmd/2014/11/5-must-know-interview-tips-for-pharmacy-students>

Typical Interview Questions for Pharmacy Students:

<https://career.uconn.edu/blog/2014/10/24/interviewing-tips-for-the-pharmacy-student/>

Mock Interview Video:

<https://www.accp.com/stunet/interviewing.aspx>

Answering the "Tell Me About Yourself" Question:

<https://careertrend.com/answer-tell-yourself-pharmacy-interview-34627.html>



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