

Interviewing for Research Positions:

Master the Pre-Interview Preparation

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Stanford School of Medicine

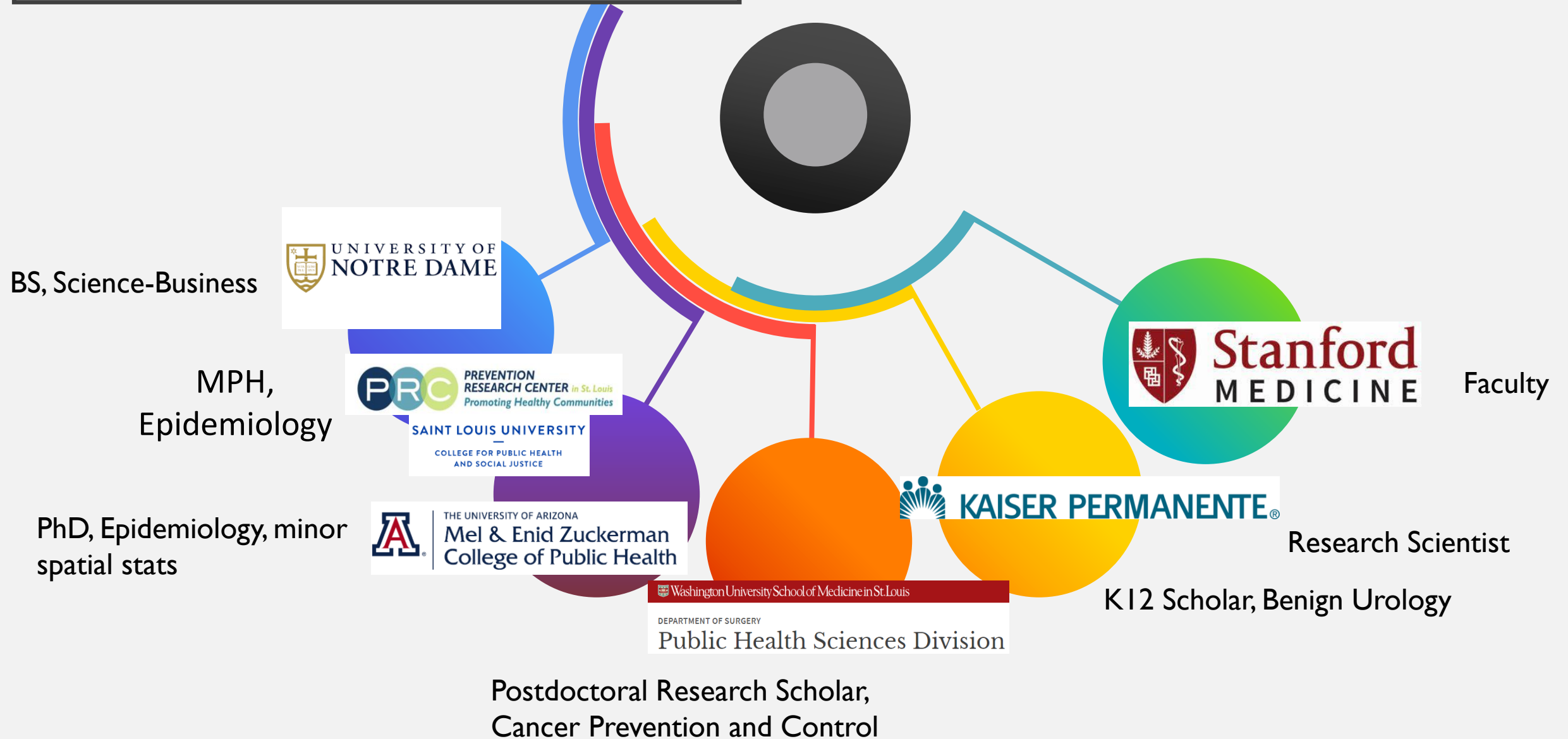
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M E D I C I N E

CHALLENGE #1 TELLING YOUR STORY WHILE DRAWING CONNECTIONS

Background & Training



CHALLENGE #2

CONFRONTING IMPOSTER SYNDROME

Imposter Syndrome is an unwarranted sense of insecurity where you have feelings that people around you are more capable than you are

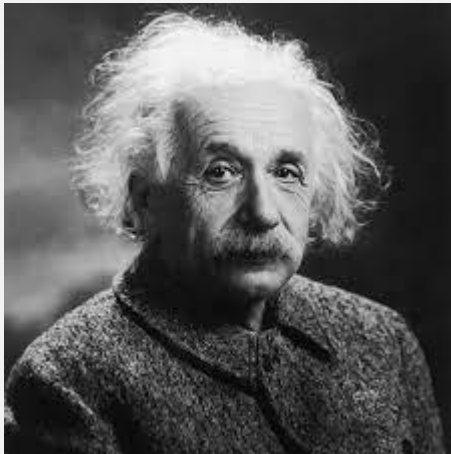
This phenomenon is more prevalent and disproportionately affects underrepresented groups

Having conversations about these experiences can provide reassurance that you're not alone in feeling this way

Sharing imposter syndrome experiences can help you build confidence

IMPOSTER SYNDROME-NOTABLE EXAMPLES

Albert Einstein



“THE EXAGGERATED ESTEEM IN WHICH MY LIFEWORk IS HELD MAKES ME VERY ILL AT EASE. I FEEL COMPELLED TO THINK OF MYSELF AS AN INVOLUNTARY SWINDLER.”

Maya Angelou



“I HAVE WRITTEN 11 BOOKS, BUT EACH TIME I THINK, ‘UH OH, THEY’RE GOING TO FIND OUT NOW. I’VE RUN A GAME ON EVERYBODY, AND THEY’RE GOING TO FIND ME OUT.”

CHALLENGE #3: EACH OF US IS UNIQUE.
HOW DO YOU UNIQUELY STAND OUT FROM
THE CROWD?

Grants *internal *external	Research interests *primary *secondary	Teaching History	Specialized Trainings	Journal relationships *Editor	Consortia Membership	Professional Associations *Planned sessions	High Impact Papers

TIP #1

MASTER THE PRE-INTERVIEW PREPARATION

Really spend time researching the institution and their faculty.

What are your short and long term goals?-write them down and prepare to get this question.

Craft your elevator pitch. Which three characteristics do you want the panel to remember about you and your work?

What is your plan to get the big grant (K-series or R01)? If you already have one, what is your plan to get the next one?

TIP #2 UNDERSTAND YOUR POSITION AND LEAN INTO YOUR STRENGTHS

Marvin v1-postdoc at WashU



GRANTS/TRAINING-NIH SUPPLEMENT, T32
FELLOW

LIMITED FIRST AUTHOR PUBLICATIONS

Marvin v2-research scientist at Kaiser



GRANTS/TRAINING-K12, K01, 3 INTERNAL
GRANTS

MORE PUBLICATIONS-NONE IN HIGH
IMPACT (IF>10) JOURNALS

TIP #3-KNOW YOUR VALUES, PRIORITIES, AND ASK MANY QUESTIONS

- What resources are available to assist with grant submissions? What internal funding mechanisms are available? Have faculty in your department been successful in attaining them?
 - Teaching/service-what are the expectations? In what areas does the department want to grow their course offerings?
 - Given your reputation and background, what has motivated you to remain at institution X?
 - What are the metrics of success and/or tenure at this institution?
 - Can I interview with a junior faculty member or others where I see possible collaborations?
- *Always have a list of individuals throughout the institution that you wish to speak with.

QUESTIONS?