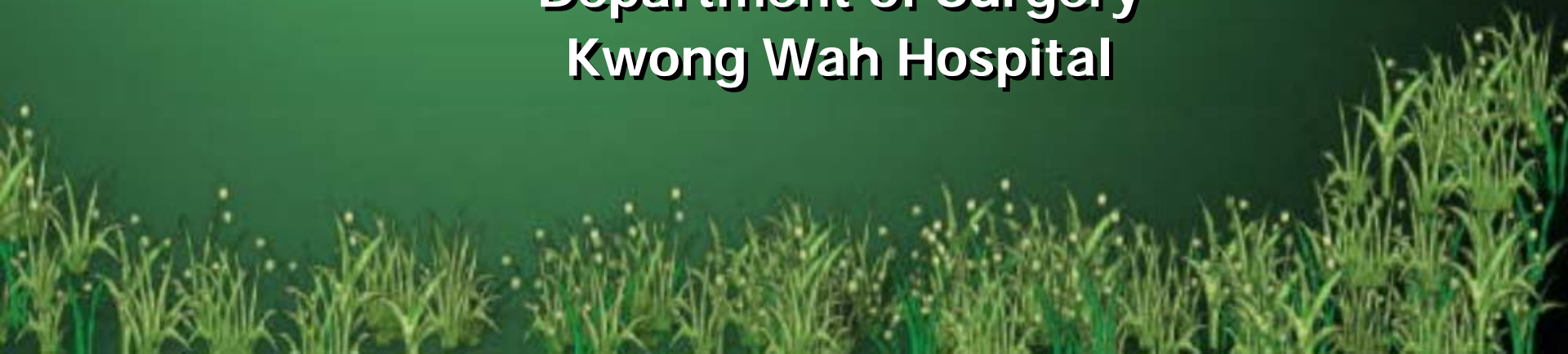




**Looking for a Job
or
A life-long Professional
Medical Career**

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Consultant**

**Department of Surgery
Kwong Wah Hospital**





The Talk in 3 Parts:

- I. Medical career
- II. Choose the right specialty
- III. Practical issues in interview

Medical Career

Worker

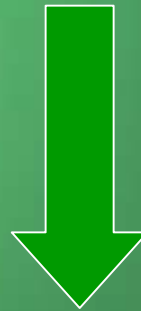
Vs

Clinician

Finish the job
reactive

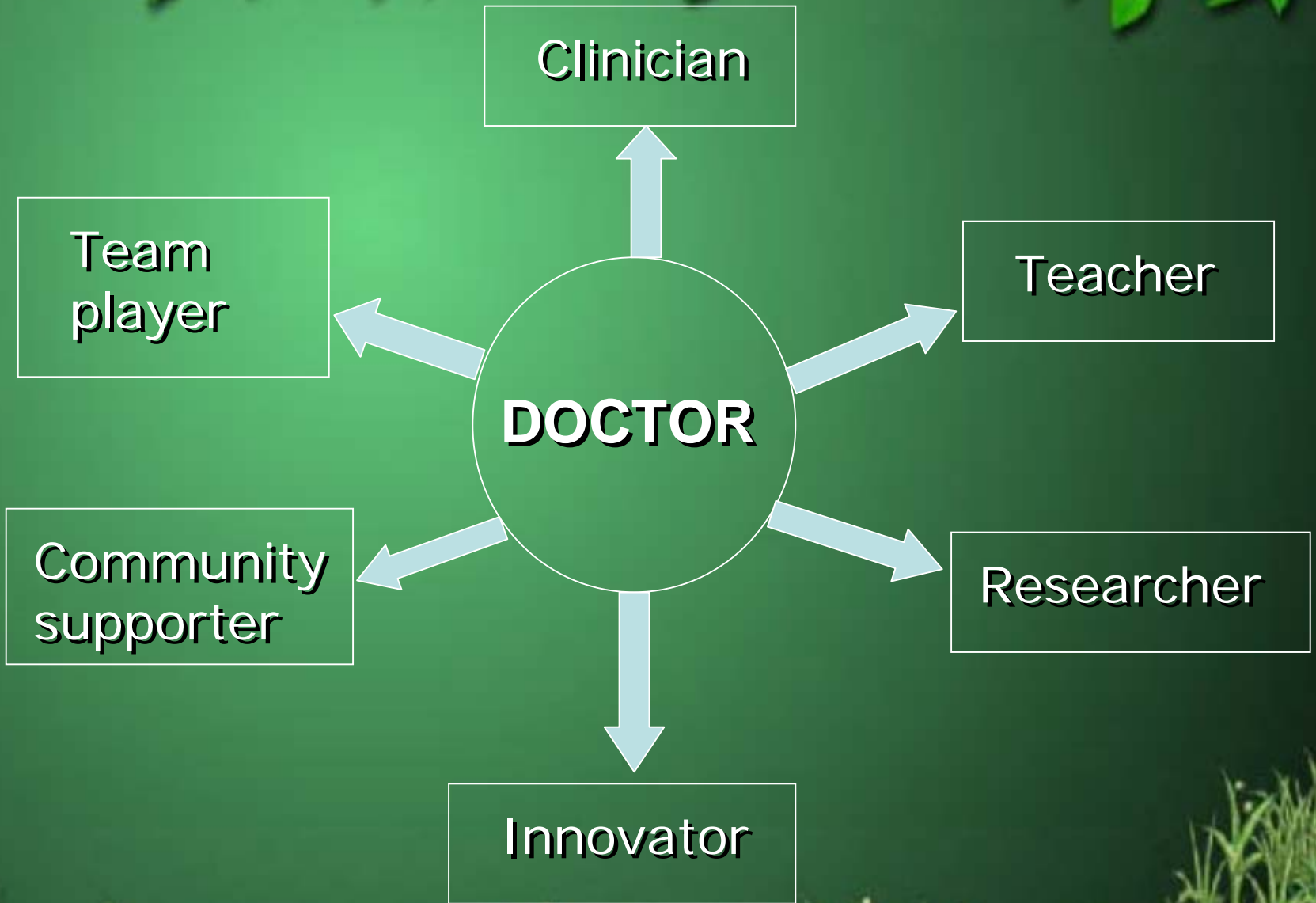
Dedication
Proactive
Commitment
Overcome challenges
Value human life

Professionalism



用腦

用心



Right Specialty

1. Specialization
2. Clinical pressure & stress
 - a. On call
 - b. Human interaction
3. Your life value and hobby

Radiology
Pathology
Microbiology

Vs

Medicine
Surgery
Paediatrics
Orthopaedics

...

...

...

...

...

...

Patient & Relative → a Source of Stress

1. ↑ complaint
2. ↑ medico-legal
3. ↑ patient education
(internet)

Excel Yourself during Internship

1. Show your interest / commitment
2. Do something EXTRAS
 - Keen in minor procedures
 - Go into operation theatre
 - Attend outpatient clinic
 - Assist in setting POP
 - Keep good medical records *
(writing summary)
 - Volunteer for GR presentation

Curriculum vitae

1. 2-3 pages only
2. Professional objectives
3. Work, school & study (latest first)
4. Extra-curriculum activities
5. Voluntary work
6. Personal details
- *7. Contact details

Cover Letter

1. No Dear Sir
find out the COS name
2. Half a page, good English
3. Your professional aspirations
4. Two to three sentences on your strength
5. Special talent linked with the job

The Interview (I)

Preparation is most important

1. Know Hospital Authority - vision & mission, structure
2. Know the training system in your desired specialty
3. Know the hospital you applied for
e. g. hospital with charity background, religion background

The Interview (II)

1. Know your own strength
2. Know your selling points
3. Show enthusiasm
4. Project a confident image

Interview Questions

1. Professional achievement
2. Professional ethics
3. Work management
4. People focus
5. Personal values

Hospital Authority Interview

They look for 'COMPETENCY'

1. Functional competency
2. Personal competency
3. People & team development
4. Organization effectiveness

Functional Competency

1. Patient-centered care
2. Application of medical knowledge
3. Clinical decision making
4. Procedural skills



Personal Competency

1. Personal effectiveness
2. Integrity

People & Team Development

1. People development
2. Teamwork
3. Leadership

Organizational Effectiveness

1. Service development
2. Service improvement

HA Jargon & Terminology

- Patient- centered / rights
- Team work,
quality improvement
- Serving attitude
- Prioritization of issues
- Problem solving
- Core value

Interview – General Assessment

1. Manner & gesture
2. Communication skills
3. Content
4. Time & organization

Qualities Interviewer Looked For

1. Positive work attitude
2. Communication skills & language proficiency
3. Emotional stability
4. Analytical reasoning
5. Decision making
6. Planning skills
7. Interpersonal sensitivity
8. Leadership
9. Common sense

Actual Interview (I)

***Arrive on time**

***Turn off your pager / mobile**

1. Dress code

- Plain dark suit (not colourful)
- Recent haircut
- Nail clean
- Shoe polished

2. Gait and posture

- Walk in – no rush
- Do not trip
- Do not knock over chair
- Watch out not to slam door
- Do not carry books or handbag
- Sit with a slight lean forward
- Hands on thighs or tables

Actual Interview (II)

Introduce yourself in a courteous manner or say good morning

± a firm handshake

3. General appearance & manner

- Should look composed and positive**
- Firm and solid**
- Confident & sincere**
- Calm, smile**
- Do not shake or be nervous**

Actual Interview (III)

4. When question asked
 - Be attentive (listen)
 - Nod your head to show you are listening
 - Keep eye contact
 - Be communicative
 - Dialogue vs interrogation
 - Pause for a short while before answering
 - Do not rush for an answer
 - Do not hesitate too long

Actual Interview (IV)

5. DO NOT MUMBLE Speak loudly and clearly

- Know subject – keep talking
but not excessive
- Be confident in your knowledge
- Avoid words like ' possible' , ' I think'
- 'Are you sure' does not mean you are wrong
- If you are told you are wrong, admit it, do not argue
- Do not know subject – admit it

Actual Interview (V)

6. No not

- Embarrass the interviewer
- Criticize the employing organization
- Tell jokes
- Give a simple 'yes' or 'no' answer
- Disguise ignorance
- Look at watch
- Show frustration

Actual Interview (VI)

7. End

- End with a pleasant smile
- Say thank you
- Do not leave an impression that you have been miserable
- You may be asked ' Do you have any question? ' prepare for it
- Leave quietly in a normal pace

Usual Questions (I)

1. Why should we employ you?
2. What is your particular area of distinction?
3. What is your strength?
4. Why do you want to be a surgeon or physician?
5. What have you learned from your internships?
6. Which particular subspecialty would you choose and why?

Usual Questions (II)

1. What do you know about HA?
2. Can you work under pressure?
3. There is vacancy in family medicine, would you like to consider?
4. Describe a difficult problem that you have handled during your internship?

Usual Questions (III)

1. Describe a mistake that you made during your internship?
2. Tell us your opinion on – current newspaper medical issues

e. g. Bird flu

School children diarrhea

Patient-paid expensive medicine

Long waiting outpatient clinic time

Wrong transfusion

Medico-legal issues

Doctors' work hour



Thank You!

