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Hiring for Attitude

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Table 1. III Utilization by Academic Cohort

Individualized Interactive Instruction (III)	Academic Cohort				
	Class of 2014 (n=15)	Class of 2015 (n=14)	Class of 2016 (n=14)	Class of 2017 (n=14)	Class of 2018 (n=14)
Mean Total Residency III Hours [CI 95%]	67.99 [42.37-93.61]	84.71 [56.90-112.52]	83.8[63.31-104.28]	79.75[57.85-101.65]	100.92[72.08-129.76]
Mean Retrospective Lecture & Evaluation [CI 95%]	58.89[48.57-69.21]	76[62.41-89.59]	73.3[61.41-85.19]	43.26[32.86-53.68]	32.16[22.88-41.44]
Mean FOAMed [CI 95%]	0	0	0.29 [0.15-0.49]	16.34[9.04-23.64]	41.12[27.09-55.15]
Mean Online Resources [CI 95%]	0.5[0-1.09]	0	0	0	5.29[3.29-7.29]
Mean National & Local Conference & Evaluation [CI 95%]	3.6[2.09-5.11]	6.86[4.93-8.79]	5.54[2.87-8.21]	14.43[10.09-18.77]	13.21[8.88-17.54]
Mean Ultrasound [CI 95%]	1.53[0.76-2.3]	0	0	0.46[.09-0.83]	0
Mean Simulation & Innovative Teaching Format [CI 95%]	3.47[2.09-4.85]	1.86[1.39-2.33]	4.68[2.42-6.94]	2.68[2.19-7.54]	3.21[2.65-3.77]
Mean Board Review [CI 95%]	0	0	0	1.5[0.33-2.67]	1.79[0.91-2.77]

20 Hiring for Attitude

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Background: No interview tool has yet been identified to adequately predict a candidate’s propensity for success or fit within a residency program. Additionally, interpreting candidates’ responses is largely based on interviewer feelings or gestalt, which is fraught with many confounders and susceptible to significant bias.

Objectives: We set out to identify a series of questions that could objectively predict future success of interview candidates at our program, regardless of changes in the interviewer line-up. We expected that thoughtful, targeted, objective questions could reliably predict performance as gauged by clinical competency committee (CCC) Milestone achievement.

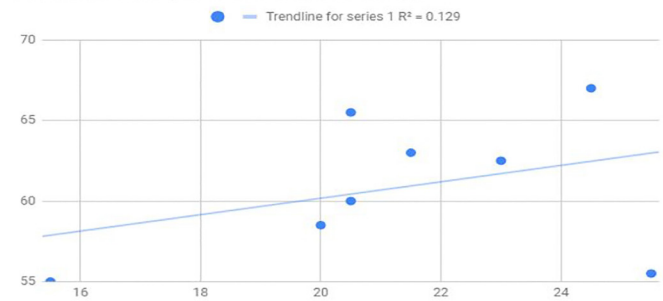
Methods: Our program is a relatively new emergency medicine residency at a community hospital. This observational study was designed using the steps outlined in *Hiring for Attitude (HFA)* by Mark Murphy et al. We initiated a multistep, team-consensus process to first identify our unique culture. Qualities were identified that best supported that culture. We then created questions to target these qualities and provided a correlating scoring system. The residency class of 2020 cohort was first interviewed using traditional interview questions and their rank order list created by gestalt. In their first weeks as interns, this same class was re-interviewed with the *HFA* questions. One year later, we compared the scores from the interview tool against the residents’ in-service exam scores, CCC Milestone scores, and original rank list standing, assessing for areas of correlation using a Pearson R score and plotted on a scatter plot.

Results: For the class of 2020, we found a positive correlation between their *HFA* scores and their Milestone performance ($R = 0.359$). There was a very weakly negative correlation between their position on the rank list and their Milestone performance ($R = -0.046$). Interestingly, we also found a negative correlation between their *HFA* performance and their in-service performance ($R = -0.18$).

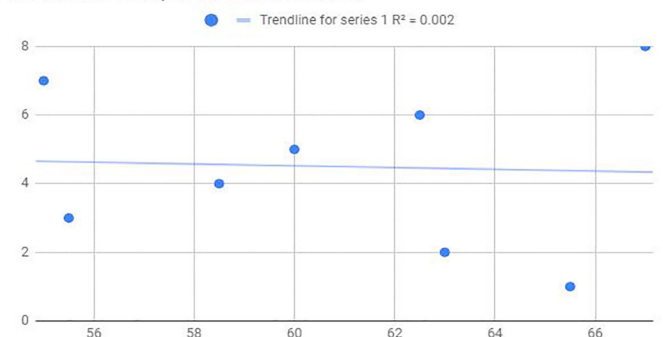
Conclusion: We found a positive correlation between our *HFA* questions and Milestone performance. While our results

at this time are not statistically significant due to our low $N = 8$, if this trend were to continue for the next two years, an $N = 24$ would likely yield statistical significance.

HFA Score compared to CCC/milestones



rank order compared to milestones



21 Correlating SLOE Rankings with EM Match Status: Is a Lower-Third SLOE a No-Go?

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Background: The Standardized Letter of Evaluation (SLOE) is consistently ranked as the most important application component by program directors. The SLOE