

15 Minute Phone Interview

15 Minute Phone Interview: Mastering the Art of the Quick Pitch

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Summary: This article explores the strategies and techniques for successfully navigating a 15-minute phone interview. It delves into common challenges, offers practical advice through personal anecdotes and case studies, and provides actionable steps to make a lasting positive impression within the limited timeframe. The key takeaway is that a well-prepared and strategically executed 15-minute phone interview can be a highly effective tool for career advancement.

Introduction: Conquering the 15 Minute Phone Interview

The 15-minute phone interview. It sounds daunting, a whirlwind of rapid-fire questions and the pressure to make a compelling case for your candidacy in a mere fraction of an hour. But this quick format, increasingly popular with recruiters and hiring managers, presents a unique opportunity: to demonstrate your ability to communicate concisely, highlight key skills, and leave a lasting impression. Mastering the 15-minute phone interview can significantly boost your chances of advancing to the next stage of the hiring process. This article will equip you with the knowledge and strategies to succeed.

Hone Your Elevator Pitch: The Core of the 15 Minute Phone Interview

The foundation of a successful 15-minute phone interview is a meticulously crafted elevator pitch. This isn't just a summary of your resume; it's a compelling narrative highlighting your most relevant achievements and skills, tailored specifically to the target job. For instance, a recent client, Sarah, a marketing professional, struggled with her 15-minute phone interview until we refined her pitch. Initially, she recounted her entire career history. After honing it, her pitch focused on her successful campaign that increased lead generation by 40%, directly addressing the job description's requirement for demonstrable success in digital marketing. This focused approach significantly improved her performance in subsequent 15-minute phone interviews.

Case Study 1: The Power of Preparation in a 15 Minute Phone Interview

John, a software engineer, received a call for a 15-minute phone interview with a leading tech company. He hadn't prepared a concise summary of his skills and experiences relevant to the role. Consequently, he stumbled over his words, failed to highlight his key accomplishments, and ultimately didn't progress. This starkly contrasts with Maria, another candidate, who, armed with a detailed, tailored elevator pitch, confidently presented her qualifications, securing an in-person interview. This highlights the critical importance of preparation for any 15-minute phone interview.

Mastering the Art of Concise Communication in a 15 Minute Phone Interview

Time is of the essence in a 15-minute phone interview. Practice answering common interview questions concisely and effectively. Use the STAR method (Situation, Task, Action, Result) to structure your responses, focusing on quantifiable achievements whenever possible. Avoid rambling or going off-topic. Remember, every second counts in a 15-minute phone interview.

Research is Key: Preparation for your 15 Minute Phone Interview

Before your 15-minute phone interview, thoroughly research the company and the interviewer. Understanding their mission, values, and recent activities allows you to tailor your responses and demonstrate genuine interest. Knowing the interviewer's background can also provide talking points and help build rapport. This preparation is crucial for success in any 15-minute phone interview.

Handling Unexpected Questions in a 15 Minute Phone Interview

Even with meticulous preparation, unexpected questions can arise during a 15-minute phone interview. Practice thinking on your feet and responding calmly and confidently. If you're unsure about a question, it's better to acknowledge your uncertainty and offer a thoughtful response than to provide a vague or inaccurate answer.

The Importance of Active Listening in a 15 Minute Phone Interview

Active listening is paramount in a 15-minute phone interview. Pay close attention to the interviewer's questions and respond directly. Show genuine interest and engagement. This demonstrates respect and professionalism, leaving a positive impression even within the brief timeframe of a 15-minute phone interview.

Post-Interview Follow-Up: Reinforcing the Impact of your 15 Minute Phone Interview

Following up after a 15-minute phone interview is crucial. Send a thank-you email reiterating your interest and highlighting key points from your conversation. This reinforces your positive impression and keeps you top-of-mind. A well-crafted follow-up email can significantly increase your chances of progressing to the next stage after a 15-minute phone interview.

Conclusion:

The 15-minute phone interview, though brief, is a critical stepping stone in the job search process. By mastering the art of concise communication, leveraging a well-crafted elevator pitch, and showcasing your key qualifications effectively, you can transform this seemingly short interaction into a significant advantage. Preparation, active listening, and a strategic follow-up are the cornerstones of success in navigating the 15-minute phone interview and moving forward in your career journey.

FAQs:

1. How do I prepare for a 15-minute phone interview? Research the company and interviewer, prepare a concise elevator pitch, and practice answering common interview questions using the STAR method.
2. What should I wear during a 15-minute phone interview? While not visible, dressing professionally helps maintain a professional mindset and boosts confidence.
3. What if I get an unexpected question? Stay calm, acknowledge your uncertainty, and offer a thoughtful response based on your experience and skills.
4. How long should my answers be? Aim for concise and focused responses, avoiding rambling. Keep answers brief and impactful.
5. How do I make a good first impression in a short time? Be enthusiastic, articulate, and demonstrate genuine interest in the role and the company.
6. What if my phone connection is bad? Have a backup plan, such as using a landline or a different device. Inform the interviewer politely if connectivity issues arise.
7. When should I send a thank-you email? Send a thank-you email within 24 hours of the interview.
8. Is it okay to ask questions during a 15-minute phone interview? Yes, asking insightful questions demonstrates your engagement and interest.
9. How can I stand out in a 15-minute phone interview? Highlight quantifiable achievements, demonstrate strong communication skills, and express genuine enthusiasm.

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adjunct trap -Making the leap to nonacademic work, when the time is right The Professor Is In addresses all of these issues, and many more.

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15 minute phone interview: The New Rules of Work Kathryn Minshew, Alexandra Cavoulacos, 2017-04-20 The modern playbook to finding the perfect career path, landing the right job, and waking up excited for work every day, from founders of online network TheMuse.com. 'In today's digital age, finding job listings and endless data about those jobs is easy. What's difficult is making sense of it all. With *The New Rules of Work*, Muse founders Alexandra Cavoulacos and Kathryn Minshew give us the tools we need to navigate the modern job search and align our careers with our true values and passions.' Arianna Huffington, Founder and CEO Thrive Global, NYT Bestselling author In this definitive guide to the ever-changing modern workplace, Kathryn Minshew and Alexandra Cavoulacos, the co-founders of popular career website TheMuse.com, show how to find your perfect career. Through quick exercises and structured tips, the authors guide you as you sort through your countless options; communicate who you are and why you are valuable; and stand out from the crowd. *The New Rules of Work* shows how to choose a perfect career path, land the best job, and wake up feeling excited to go to work every day-- whether you are starting out in your career, looking to move ahead, navigating a mid-career shift, or anywhere in between.

15 minute phone interview: Hit Refresh Satya Nadella, 2018-09-28 Microsoft dikenal sebagai salah satu penyokong besar revolusi digital. Tanpanya, kita semua tak akan menikmati betapa cepat dan nyamannya bekerja menggunakan personal computer. Namun, seiring berjalannya waktu, dunia komputasi mengalami perubahan yang luar biasa cepat. Tanpa inovasi yang benar-benar spektakuler, perusahaan ini diramalkan tak akan mampu mempertahankan popularitasnya. Inovasi tergantikan birokrasi. Kerja tim tergantikan politik internal. Microsoft mulai tertinggal. *Hit Refresh* berkisah tentang transformasi terbesar yang tengah berlangsung dalam tubuh Microsoft di bawah kepemimpinan Satya Nadella, sang CEO. Selama ini, ketika mendengar kata Microsoft, orang akan langsung mengaitkannya dengan Bill Gates yang cemerlang atau Steve Ballmer yang super energik. Nadella nyaris tak masuk ke radar para selebritas teknologi. Namun dalam tahun-tahun pertamanya memimpin, Nadella melakukan banyak gebrakan baru. Salah satunya adalah menciptakan budaya perusahaan yang menggabungkan antara empati dan teknologi. Dia juga membuat pertarungan besar dalam beberapa teknologi kunci, seperti artificial intelligence (AI atau kecerdasan buatan) dan cloud computing (komputasi awan), yang membuat Microsoft menjadi unik. Di tangan Nadella, Microsoft mengubah fokusnya dari sekadar perusahaan pencari keuntungan menjadi perusahaan humanis yang berkontribusi bagi masa depan umat manusia. [Mizan, Bentang Pustaka, Pengembangan Diri, Motivasi, Inovasi, Remaja, Dewasa, Indonesia]

15 minute phone interview: Land Your Dream Design Job Dan Shilov, 2020-09 You've just found the most detailed guide ever written to landing a product design job. Understand what you want, build your portfolio, interview with confidence, and get the job that's right for you.

15 minute phone interview: Cracking the Coding Interview Gayle Laakmann McDowell, 2011 Now in the 5th edition, *Cracking the Coding Interview* gives you the interview preparation you need to get the top software developer jobs. This book provides: 150 Programming Interview Questions and Solutions: From binary trees to binary search, this list of 150 questions includes the most common and most useful questions in data structures, algorithms, and knowledge based questions. 5 Algorithm Approaches: Stop being blind-sided by tough algorithm questions, and learn these five approaches to tackle the trickiest problems. Behind the Scenes of the interview processes at Google, Amazon, Microsoft, Facebook, Yahoo, and Apple: Learn what really goes on during your interview day and how decisions get made. Ten Mistakes Candidates Make -- And How to Avoid Them: Don't lose your dream job by making these common mistakes. Learn what many candidates do wrong, and how to avoid these issues. Steps to Prepare for Behavioral and Technical Questions: Stop

meandering through an endless set of questions, while missing some of the most important preparation techniques. Follow these steps to more thoroughly prepare in less time.

15 minute phone interview: *The 2-Hour Job Search* Steve Dalton, 2012-03-06 A job-search manual that gives career seekers a systematic, tech-savvy formula to efficiently and effectively target potential employers and secure the essential first interview. The 2-Hour Job Search shows job-seekers how to work smarter (and faster) to secure first interviews. Through a prescriptive approach, Dalton explains how to wade through the Internet's sea of information and create a job-search system that relies on mainstream technology such as Excel, Google, LinkedIn, and alumni databases to create a list of target employers, contact them, and then secure an interview—with only two hours of effort. Avoiding vague tips like "leverage your contacts," Dalton tells job-hunters exactly what to do and how to do it. This empowering book focuses on the critical middle phase of the job search and helps readers bring organization to what is all too often an ineffectual and frustrating process.

15 minute phone interview: *Quant Job Interview Questions and Answers* Mark Joshi, Nick Denson, Nicholas Denson, Andrew Downes, 2013 The quant job market has never been tougher. Extensive preparation is essential. Expanding on the successful first edition, this second edition has been updated to reflect the latest questions asked. It now provides over 300 interview questions taken from actual interviews in the City and Wall Street. Each question comes with a full detailed solution, discussion of what the interviewer is seeking and possible follow-up questions. Topics covered include option pricing, probability, mathematics, numerical algorithms and C++, as well as a discussion of the interview process and the non-technical interview. All three authors have worked as quants and they have done many interviews from both sides of the desk. Mark Joshi has written many papers and books including the very successful introductory textbook, *The Concepts and Practice of Mathematical Finance*.

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15 minute phone interview: *BEST* Lorena Infante Lara, Laura Daniel, Roger Chalkley, 2020-02-21 BEST: Implementing Career Development Activities for Biomedical Research Trainees provides an instructional guide for institutions wanting to create, supplement or improve their career and professional development offerings. Each chapter provides an exclusive perspective from an administrator from the 17 Broadening Experiences in Scientific Training (BEST) institutions. The book can aid institutions who train graduate students in a variety of careers by teaching faculty and staff how to create and implement career development programming, how to highlight the effectiveness of offerings, how to demonstrate that creating a program from scratch is doable, and how to inform faculty and staff on getting institutional buy-in. This is a must-have for graduate school deans and faculty and staff who want to implement and institutionalize career development programming at their institutions. It is also ideal for graduate students and postdocs.

15 minute phone interview: *CliffsNotes Delivering a Winning Job Interview* Mercedes Balley, 2001-03-07 CliffsNotes Delivering a Winning Job Interview will help you get over your nervousness by being prepared; know which questions to expect and how to answer them; deliver a job interview that wins you an offer; reinforce what you learn with CliffsNotes Review.

15 minute phone interview: *The Essential Job Interview Handbook* Jean Baur, 2013-09-23 Even with a fairly detailed job description or a briefing by a knowledgeable recruiter, job candidates rarely have all the tools they need to ace their interviews. This is one of the reasons why interviews are so harrowing—we have to pay close attention to what we're told, what we're not told, and the many non-verbal signals we receive. In addition, many people who conducts the interviews aren't well-prepared, haven't been trained in interviewing, and often don't even like the process. The Essential Job Interview Handbook will help job seekers prepare effectively for interviews and

become familiar with different types of interview questions and styles of interviews. A unique feature of this book is the multiple answers it provides for each question, rated good, better, and best; with this feature, you'll learn what makes a winning answer and understand the strategy behind it. Whether you're just finishing school or have been working a long time, *The Essential Job Interview Handbook* will give you all the powerful tools you need to not just get a job, but to get the right one.

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15 minute phone interview: Leading Growth Anthony Iannarino, 2022-09-21 Increase revenue and achieve sustainable sales growth and success In *Leading Growth: The Proven Formula for Consistently Increasing Revenue*, veteran B2B sales professional and coach Anthony Iannarino delivers an expert guide to enabling revenue growth in your sales team. In the book, you'll explore the fundamentals of organizational leadership, including vision, transformation, strategy, communication, and decision-making. You'll also define new frameworks for growth involving the people, planning, pipeline, and efficacy that make up your strategy. The author also presents: Strategies to help salespeople create and win new opportunities for revenue growth Ways to grow revenue when you're required to deal with a "task force" or team of decision-makers who seem bent on preventing any kind of meaningful change Methods for shortening an ever-lengthening sales cycle An indispensable resource for salespeople and sales leaders at every level of organizations, *Leading Growth* will also earn a place on the bookshelves of consultants, coaches, and other professionals who serve revenue- and growth-oriented firms as they seek to expand.

15 minute phone interview: Job Interview R.A. Padmanabha Rao, 2011

15 minute phone interview: The Top 1% Life Kathleen Black, 2020-10-06 The *Top 1% Life* helps real estate agents leave their "overworked underachiever" concept behind. Kathleen Black, one of North America's leading real estate coaches, has worked with thousands of agents and hundreds of teams to solve this problem. After transforming 80% of her clients into top 1% producers, her tried, tested, and true KBCC Ultimate Expansion Strategy shown within *The Top 1% Life* helps real estate agents: Make it home in time for dinner Spend their nights and weekends with their children, spouse, and loved ones Find some help that actually makes a difference Get their business organized and self-sufficient so everything doesn't depend on them Quit being on call 24/7 Take an actual vacation - without their phone

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15 minute phone interview: *Inside Forensic Psychology* Tiffany R. Masson, 2016-03-28 The rich case material in this unique book provides readers with an in-depth understanding of a wide variety of forensic psychology topics through the perspective of the psychologist working with these individuals. In this absorbing and illustrative volume, experienced forensic psychologists explain the specialized field's intersection between psychology and the justice system. It documents psychologists' interviews with involved parties, the law research they conduct, and their testimony in court on issues that include competency to stand trial, Miranda evaluations, defendants' sanity, sentencing, the death penalty, and violence and risk assessments, as well as on cases regarding family matters such as child custody, child protection, and parental rights. Offering firsthand testimonials from some of the best-known and most practiced professionals in the nation, the contributors not only explain the work but also offer comprehensive case studies that will enable students as well as readers who are not specialists in psychology to fully understand core concepts and appreciate the complexities and subtleties of the field. *Inside Forensic Psychology* is intended for undergraduate students and graduate students studying forensic psychology or entering into a forensic psychology concentration/specialization. As an instructional text, the book serves professors as a single resource that houses varied forensic clinical case vignettes incorporating the clinical thinking of the psychologist. The rich case material will serve to excite critical thinking in students, assist instructors in expanding upon their lectures, and provide invigorating, intriguing material for lay readers.

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15 minute phone interview: *Red Carpet Ho* Nadja Sayej, 2021-06-08 New-York based photographer and culture journalist Nadja Sayej is known for her candid Q&As with celebrities—be it on Zoom or on the red carpet. Having interviewed over 500 stars, from Sarah Jessica Parker to Susan Sarandon and David Lynch, she’s always asked: “What is that celebrity really like?” In 33 candid short stories about her minute-by-minute moments with the stars, she answers that question. From dinner with Kanye West in Miami to interviewing Salma Hayek in Venice, or lunching with Steve Martin in Grand Central Station, each story is an adventure that details what the stars are like up close and personal, with behind-the-scenes photos and comedic tidbits. This book is an accumulation of the stories behind the stories as a culture journalist. Featuring backstage access over the past 10 years (2010 to 2020), it’s a peek into how she scored her major interviews with stars like Kathleen Turner, Spike Lee and Karl Lagerfeld, as well as what it has been like attending A-list events like Heidi Klum’s legendary Halloween party. This is all driven by her snarky observations, with photos taken by the female gaze.

15 minute phone interview: *I Am the Messenger* Markus Zusak, 2015-01-01 From the author of *The Book Thief* comes this darkly funny and ultimately uplifting thriller which proves that anyone can be extraordinary. Ed Kennedy is just your less-than-average Joe who is hopelessly in love with his best friend, Audrey. But after he single-handedly manages to catch a bank robber, he receives a playing card in the mail: the Ace of Diamonds. This is the first message. Four more will follow. But before this particular card game can end, Ed will be changed forever . . . Will Audrey love the man he has become?

15 minute phone interview: *Anomalous Cognition* Edwin C. May, Sonali Bhatt Marwaha, 2014-08-23 Anomalous cognition involves the acquisition of information emerging from a distant point in spacetime that is blocked from the usual sensory systems by distance, shielding or time. From 1975 to 1995, Edwin May was a scientist and then program director for the U.S. government's psychic espionage program, known as STAR GATE. With the closing of that program, research has continued at the Laboratories for Fundamental Research, in Palo Alto, in the areas of methodology and analysis, neurophysiological studies, personnel assessment and selection, operations research, the physics of anomalous cognition, and psychokinesis. The conclusions from this 35+ year research effort can be summarized as (1) ESP exists; (2) the gradient of Shannon entropy is the key factor influencing information transfer; (3) because of the innate nature of the ability, the phenomenon so far resists training for excellence (and replication studies will not yield results), and (4) evidence for psychokinesis (PK) is questionable. This book presents the state-of-the-art, with 26 key papers on

research methods, physiological research, decision augmentation theory, entropy, other research, and research challenges.

15 minute phone interview: Nurses With Disabilities Leslie Neal-Boylan, 2012-10-12 This is the first research-based book to confront workplace issues facing nurses who have disabilities. It not only examines in depth their experiences, roadblocks to successful employment, and misperceptions surrounding them, but also provides viable solutions for creating positive attitudes towards them and a welcoming work environment that fosters hiring and retention. From the perspectives and actual voices of nurses with disabilities, nurse leaders, nurse administrators, and patients, the book identifies nurses with disabilities (including sensory, musculoskeletal, emotional, and mental health issues), discusses why they choose to leave nursing or hide their disabilities, and analyzes how their disabilities may influence career choices.

15 minute phone interview: Individual Preferences in e-Learning Howard Hills, 2017-05-15 Trainers and educators ask: 'What personality types do best at e-learning; who really likes e-learning?' Better that they should ask: 'How can we make e-learning more appealing to more people?' E-learning is here to stay in the same way that the Internet is here to stay. The classroom, as a mass education tool, was an invention of the industrial age and we have made good use of it. E-learning is an invention of the information age but we have yet to properly realise its potential. Some of the steam has gone out of e-learning. Organizations have experienced problems with technology, variable content, poor course take-up and even greater drop-out. The problem is that what appeals to the organization, a mass training and development medium that can be used to train everyone at once, is at odds with - or at least ignorant of - the learning needs of the individual. *Individual Preferences in e-Learning* focuses on the process of e-learning, with the emphasis on learning and individual differences. With a firm rooting in previous research, in particular the author's in-depth knowledge of the MBTITM functions, this book shows you how to make e-learning work for different personality types.

15 minute phone interview: Proportional Representation on Trial Jack Vowles, 2013-10-01 *Proportional Representation on Trial* examines the 1999 election in New Zealand and its aftermath. The last electoral contest of the twentieth century resulted in a complete change of government. In 1999 Labour returned to power as the main party in a coalition minority government. Proportional representation in the form of MMP made the difference. The fourth in a series of election studies, *Proportional Representation on Trial* traces the evolution of public attitudes to MMP, presents a comprehensive assessment of the effects of proportional representation, and discusses the experiment of the two citizen-initiated referendums.

15 minute phone interview: Extreme Ownership Jocko Willink, Leif Babin, 2017-11-21 An updated edition of the blockbuster bestselling leadership book that took America and the world by storm, two U.S. Navy SEAL officers who led the most highly decorated special operations unit of the Iraq War demonstrate how to apply powerful leadership principles from the battlefield to business and life. Sent to the most violent battlefield in Iraq, Jocko Willink and Leif Babin's SEAL task unit faced a seemingly impossible mission: help U.S. forces secure Ramadi, a city deemed "all but lost." In gripping firsthand accounts of heroism, tragic loss, and hard-won victories in SEAL Team Three's Task Unit Bruiser, they learned that leadership—at every level—is the most important factor in whether a team succeeds or fails. Willink and Babin returned home from deployment and instituted SEAL leadership training that helped forge the next generation of SEAL leaders. After departing the SEAL Teams, they launched Echelon Front, a company that teaches these same leadership principles to businesses and organizations. From promising startups to Fortune 500 companies, Babin and Willink have helped scores of clients across a broad range of industries build their own high-performance teams and dominate their battlefields. Now, detailing the mind-set and principles that enable SEAL units to accomplish the most difficult missions in combat, *Extreme Ownership* shows how to apply them to any team, family or organization. Each chapter focuses on a specific topic such as Cover and Move, Decentralized Command, and Leading Up the Chain, explaining what they are, why they are important, and how to implement them in any leadership environment. A

compelling narrative with powerful instruction and direct application, *Extreme Ownership* revolutionizes business management and challenges leaders everywhere to fulfill their ultimate purpose: lead and win.

15 minute phone interview: *Smart and Gets Things Done* Avram Joel Spolsky, 2007-10-17 A good programmer can outproduce five, ten, and sometimes more run-of-the-mill programmers. The secret to success for any software company then is to hire the good programmers. But how to do that? In *Joel on Hiring*, Joel Spolsky draws from his experience both at Microsoft and running his own successful software company based in New York City. He writes humorously, but seriously about his methods for sorting resumes, for finding great candidates, and for interviewing, in person and by phone. Joel's methods are not complex, but they do get to the heart of the matter: how to recognize a great developer when you see one.

15 minute phone interview: *Advances in Longitudinal Survey Methodology* Peter Lynn, 2021-03-26 This book provides a comprehensive overview of the many advances that have been made in the field of longitudinal survey methodology over the past twelve years, as well as slightly extending the topic coverage of the earlier volume, "Methodology of Longitudinal Surveys." As such, it describes the state of the art in designing, implementing, and analysing longitudinal surveys. The greatly expanded enthusiasm for longitudinal surveys has brought with it a thirst for knowledge about the best ways to design and implement such surveys. Considerable advances in knowledge have been made in recent years in areas that are covered in this book that encompasses all stages of the design and implementation of longitudinal surveys. Topics include: Dynamic sampling for the representation of dynamic populations; Methods for tracking mobile sample members over time; Methods for maintaining co-operation over time; Targeted design features for response maximisation; The use of longitudinal survey paradata for field management; Advances in dependent interviewing techniques; This book is an invaluable resource providing deeper insight into longitudinal surveys.

15 minute phone interview: *Lean Customer Development (Hardcover Version)* Cindy Alvarez, 2014-05-19 This practical guide shows you how to validate product and company ideas through customer development research before you waste months and millions on a product or service that no one needs or wants. With a combination of open-ended interviewing and fast and flexible research techniques, you'll learn how your prospective customers behave, the problems they need to solve, and what frustrates and delights them--Jacket

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15 minute phone interview: *Developing a Residency Program* Lorelei Rutledge, Jay L. Colbert, Anastasia Chiu, Jason Alston, 2019-04-15 Library residency programs can be a great opportunity for early-career librarians to learn on-the-job skills, determine their interests in librarianship, and develop a valuable career network. Likewise, such programs benefit the profession, the hosting organizations, and other organizational stakeholders. *Developing a Residency Program: A Practical Guide for Librarians* draws together scholarly literature, best practices, and the experiences of the authors and their contributors to provide practical advice about how to develop and manage a library residency program. The first two chapters of this book offer a brief overview of library residency programs and illustrate the benefits that such programs can provide. Chapter 3 describes strategies for building support for such a program, while Chapters 4 and 5 provide insight on best practices for structuring a residency program. Chapter 6 focuses on the recruitment and hiring process, emphasizing the need for a reasoned and objective approach to selecting a candidate. Chapters 7 and 8 offer best practices for preparing for new resident's arrival and onboarding the resident successfully. Chapter 9 offers ideas for how to assess and evaluate multiple aspects of the residency program, while Chapter 10 focuses on supporting the resident after the residency is over. In each chapter, the authors include practical tips and tools to make each part of the planning and management process easier.

15 minute phone interview: *Our Nation's Finest* The Globe and Mail, 2012-04-13 The Globe and Mail, Canada's National Newspaper, presents *Our Nation's Finest*, a collection of the Globe's 24

nominees for 2011 National Newspaper Awards. The Globe and Mail hopes to share its record 24 nominations with you.

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