

Unedited Transcription of Applying to Internships: Maximizing Your Success.

0:03

Welcome to the Society of Clinical Child Adolescent. Psychology's Professional Development Series. Today's presentation, is sponsored by the Student Development Committee, is Applying to Internships, Maximizing Your Success. The Webinar is being recorded, and all participants are muted. Use the Questions tab on the Control Panel to submit your questions throughout the presentation. The moderator will pose these questions during the webinar.

0:33

A recording of the webinar will be posted to the SCCAP53.org website, along with a transcription.

0:44

The webinar is being recorded, Unfortunately, the closed captioning is not working, We will now have an introduction of the presenters by the moderator Student Development Chair.

1:00

Hi, everyone. Thank you so much for joining us today.

1:03

We're really excited for this webinar, and we're so thankful for so many student members joining us, and some fantastic speakers for you today.

1:12

Now, we're going to be talking about applying to clinical internships.

1:15

And, we just wanted to talk a little bit first about what the Student Development Committee is. one of the co-chairs.

1:26

And we put on presentations throughout the year. And we also are going to be having some in person meet-ups at the APA convention. So, we're really excited to meet student members in person.

1:40

We do some word opportunities throughout the year when we have our student listserv.

1:45

We have our social media presence on follow us on Twitter.

1:49

And, yeah, we just are so excited to have you all here today. So honored to introduce our speakers. We're really grateful to have three internship site directors with us and the current finishing intern.

2:04

And so I will just introduce our panelists, and then panelists will speak for about 15 minutes each.

2:11

And then you will have an opportunity to ask questions using the questions tab.

2:18

So first step, we're going to have doctor Patricia Longshot.

2:21

She is the Director of the psychology internship training program at UCLA Semel Institute, where she is also an associate professor.

2:32

Next up, we will have doctor Amy West, who's the Associate Director for Psychology training at Children's Hospital, Los Angeles, and I'm also a professor at USC.

2:44

And then we will have doctor Tina Goldstein, who is co-director of the pre doctoral Internship, Western Psychiatric Institute in Clinic and also at the University of Pittsburgh Medical Center.

2:57

Then lastly, Affiliate O'conner, she's going to provide the student perspective on an internship application process.

3:04

And she is completing her internship right now at the Charleston Consortium at USC and the Child Track, and she will soon be starting a Postdoc Fellowship, Virginia Commonwealth University's, Health Injury and Violence Prevention Program.

3:20

So, the advances onward.

3:27

This is just a little information about how to submit your questions. We're gonna wait till the end for our question and answer segment, so feel free to type in questions, as they come up, as our speakers are talking about different topics, and we'll do our best. at the end to answer as many questions as possible.

3:45

Try to get a variety of questions.

3:47

And we can always continue questions and conversations on our Listserv and on Twitter, too.

3:54

All right.

3:57

So, we're gonna hop off video and give doctor Balshaw the screen for first, if she's going to be speaking about selecting internship sites. Thank you so much.

4:10

Hey, thank you, Natalie, and welcome everybody, to the webinar.

4:14

We're very excited with so many people being interested in getting more information about applying for internship, and we're looking forward to having everybody apply. So, I'll get started talking about selecting your internship sites, or, next slide.

4:40

Here's just a little bit of information about the match statistics from last year.

4:44

Um, I think what's important to recognize is that there are often more applicants than there are internship programs, however, at least during the last match, there was actually a decrease in the number of applicants with an increase in the positions available, which is a wonderful change, hopefully, getting everybody to get matched.

5:07

About 87% of people who applied in Phase one Matched, which is a wonderful situation to have.

5:15

The number of applications submitted in Phase one was about 14.9. So, that just gives you an idea of that how many applications in general people are submitting. The range is pretty high.

5:27

I would say don't submit one, but some people have submitted as much as 64, which is a bit too many, so.

5:34

About 15 is kinda the average number and the average number of rankings submitted per applicant. This is kind of on the end when you're submitting your rankings.

5:44

For people that matched, it was 8.6, for people that did not match in Phase one, It was 3.9, So it's kind of important to know that The more places you're ranking initially, kind of, the more likely it is, you'll get matched. This is all kind of a numbers game here. And at this point, everybody's taken statistics, so we kind of know a little bit about probability.

6:04

I think it's important to also look at the pie graph on the left to kind of highlight the fact that, for the most part, most people get their top choices when applying to internships in phase one. So, you know, the grand majority of people got at least 1, 2, or three, top three choices for what they they wanted from internship. Next slide.

6:28

And I put this kind of graphic on here, because really, profitability is on your side here, you know? So, we have phase one and phase two of the internship match.

6:37

Um, and so, if you don't match in phase one, you can go right on to phase two. There's plenty of sites and wonderful internship opportunities of that did not match either.

6:46

And so, there's awesome positions available in phase two, that it's a really good idea to consider if you are wanting to go on an internship that year, that you do apply in the phase two phase.

6:57

So, you know, about 465 applicants, suspended rank less than thing, Phase two, and 77% of those people matched, as well. Again, there's a higher number. If you rank more sites, you're gonna have more likelihood of matching.

7:13

And overall, in phase phases 1 and 2, 96% of applicants match.

7:18

So, again, probability is you're on your side, the majority of people match during internship match, so take a breath, it's going to be, OK, there is also the post match vacancy service. After phase two, there are still available sites that do not have a position. Sometimes, there's late breaking things that, you know, come out at the last minute positions, open up. I know there's plenty of universities that all of a sudden, we get a line of funding for somebody.

7:43

Great, we wanna get an intern, you know, So, there's plenty of good sites available even in post match vacancy.

7:48

So, keep your eyes and ears open if internship is kind of on your radar and you want to go. The next year, you applied to go through Phase one. And if you don't get Phase one, which I know is crushing, go to Phase two. There's plenty of stuff open, and even after that, their stuff open. So, keep your keep your hope alive. Next slide.

8:09

I think it's really important to consider a bunch of different things when you're looking at internship programs, right?

8:16

We talk about fit, is everything, right? And it truly is, this should be something that you want, and it's going to further your training, right?

8:24

So, you want to look at the description of the program and the training experience, read the manual that they've set out on their website, or look at the available.

8:34

Look at the website of the whole system, so, I work at UCLA, for instance, and so, we're part of the UCLA health systems. You can not only look at the internship site in the manual, but the whole UCLA health site and everything like that. What?

8:47

You know, what kind of facility is it that you're working in? Is that important for you?

8:52

Do you want to be working in the medical center, or do you want to be working in more of kind of a private setting or community based setting? You know, these are a VA, these are all important things to consider, kind of what you're looking for.

9:03

And more importantly, within the internship, what kind of specific rotation and experiences or populations are going to be available to you that are going to match your training goals? Again, internship is one piece of the way to get into, but you want to be ultimately a psychologist, a real psychologist out there practicing and doing things.

9:22

So, this should provide that training for you that's going to help you along the way to get what you want and get the job you want. ultimately.

9:29

Um, the type of training faculty that's available, you know, their experiences, their research, things like that, the breadth and depth of training. All of this is important material to look at.

9:41

Simple programs are very specific and kind of vary, focus you right in on internship and other folks. Other programs are more generalists programs that want to get you maybe some focus experience or more general experience, as well to make you kind of this broadly trained as possible.

9:58

It's important to also understand that the size of the internship programs and some are very small, maybe 1 or 2 slots, and some are quite large, you know, up to 20, 30 slots, things like that.

10:09

Do you want to have kind of more of that cohort feel of other interns with you, and things like that, or is it it doesn't really matter?

10:15

It's important to also look at the stipends. You know, what kind of stipend do they have? Their their perks benefits? Housing benefits. Health insurance, things like this is this important. These are logistical. things.

10:26

Are important to consider and it's not, know, it's easy to be pie in the sky about, Oh, yeah, it's great to have, you know, all the great training and stuff, but you gotta live to. So think about, you know, what do you need? You know, what kind of benefits do you need? That's important information to consider.

10:42

The location is important, and some sometimes very important for people.

10:47

Again, sometimes people need to be close to family, or it's too close to a spouse or something like that, or they just want to be in a different location. You know, that's something to think about as well.

10:57

It's going to be a place that you live for a year.

10:59

And I think we always kinda think of, like, I always tell people, you can do anything for one year, so you can, you know, if you're living in a place, you don't really want to live. It's OK if you're only one year, but it's also important to think, Wow, or will I be the happiest?

11:11

You know, I think that work-life balance is important than internship as well.

11:17

Diversity of faculty and staff and patient population, You know, what are you going to see? Are these going to give you the opportunities to see the people that you want to see, both clinically, but also who you're working with, as well?

11:30

You know, are you wanting to be in a more diverse area? Do you want to serve for underserved populations? You know, there are certain sites that can offer that opportunity more than others, and that might be something too important to consider.

11:41

Also, are there research opportunities? Is there something that are you very interested in continuing research?

11:47

I think one thing to consider, too, is that a lot of people who go to internship may end up doing a postdoc at that place or somewhere very close by.

11:58

You're going to develop a lot of professional relationships with people on your internship, and they might have postdoc opportunities as well.

12:06

So we're looking at the research opportunities that are there, especially, if that's something you're interested in for postdoc, is a very important thing to do, as well.

12:13

Maybe there's a certain researcher at that university that you want to get in with. That's a good idea to kind of, you know, go an internship there and start to develop that relationship.

12:22

I think a good thing to consider is accredited versus non accredited sites. You know, so, this isn't everything. Accreditation, isn't everything.

12:30

But it is important to think about whether or not accreditation is required, for instance, for licensure in your state, or required for a certain job that you want to have later on.

12:41

And so, for instance, certain states have the requirement that in order to be licensed, you have to have been to an accredited internship.

12:49

Other places, like a VA, for instance, require that you have an accredited internship. So, if you want to work at a VA later, that's an important step to take.

12:57

So, it's, it is important to kind of consider, what are the requirements of what you're wanting to do later? Internship is one step on the way. I know, it's kind of the next step and the most exciting stuff for you, but it's one that does many, that you're going to take in your journey of becoming a psychologist.

13:13

Then the other last one is, do you meet the application requirements? Are there certain requirements that are there?

13:18

So it's really good to, again, look at the manual, look at the requirements for application, for that particular internships.

13:25

Next slide.

13:27

Everything is about fit. Right? So, I kinda talk to, and I see, you know what you want.

13:32

I know you want an internship, but it is important to think about the fact that this is something that should be beneficial to you on your training journey. This isn't something you should just do because you have to have an internship. It's a, it should be something that provides you with the training that once that gets you to where you want to be, the next place you want to be.

13:52

It's important to consider, is your prior experience make you a good candidate? In kind of, how do you stack up against the other applicants? This isn't like a direct comparison kind of thing.

14:01

But, for instance, if you're going to apply to a neuro psych no internship, you've never done neuroscience for That, May, You may be harder to get into that, right? So, it may be that you want to do some, more practical experience in that room before you apply for internship, if that's something you're interested in. Because, if you're doing going against people who have had three years of practicum in neuro psych, that's a hard fit.

14:24

Um, it doesn't mean it's impossible, but it's going to be a little bit harder.

14:29

And you want to come in on internship, as you know, experienced as you can, in the realm that you are going to go into, and that kind of makes you a good candidate, will make you a good fit for that internship as well. Right?

14:41

You're going to have a better experience as an intern, and not feeling like you're playing catch up with everything, because you're like, oh, this is where I'm supposed to be, and this is, this is where I fit.

14:50

Um, you know, what exposure to different mentors will you have, and are their personal circumstances you need to consider? So, again, like I said, do you need to be with a spouse? Do you need to live close to a family member or their financial considerations to make? These are all logistical things that are important to consider.

15:07

There is a couple's match available in the APIC website. You can check it out, I've got, I've got the website up there. If you have another, a spouse who is, or, you know, significant other, who you're trying to match with, there's a kind of a lot of mathematical rules about how that works, But the APEC does a very good job of talking about all of that so you can check it out.

15:30

Why?

15:33

This, I think is important to put up, because it's kind of talking about how the internship training director director think.

15:40

So these are kind of the top eight things that internship training directors consider really important in people who apply to internship, so goodness of fit as the top one, we're looking for somebody who we think really fits with this site, that, because you gotta think about it, We want you to come, we, know, we're excited for you to come.

16:01

We also want to be able to provide the best training experience for you.

16:05

We want to have this, be that you're happy and satisfied in the place that you're going, and it's not that you're kind of like, Oh, I wish they had this opportunity that they don't, or, you know, whatever, that kind of thing.

16:16

And so, goodness of fit is an important thing.

16:20

Obviously, absence of professional conduct issues. But, commitment to cultural, responsive, culturally responsive practices is a high thing in the Internship Training Directors Minds. So, these are things that you can kind of think about.

16:32

On what to focus on in terms of, kind of, like, essays, in your application. Which are going to be talked about next.

16:40

But, these are important things, Also experience. So, internship is kind of one of the last end of the line experience. Things that you're gonna get, you're gonna be more independent on your internship than you were in practicum.

16:53

So, we kind of expect that you are have a certain amount of experience with a certain particular population or setting or type of treatment or whatever it is.

17:03

Assessment or something like that to be able to more independently practice. So it's kind of you're stepping up for the practicum level at the internship level here.

17:11

And we really want to see that you're ready to go in that situation. So again, that's going to be something we're looking for in your application.

17:18

Quality of the essays and cover letter, and all of those things are important, too. They're going to be less important than those other top things.

17:25

one thing you'll notice on this graph, too, is that there's a difference between how we rank, or how we wait things when we're just looking at your application, versus when we're actually finally ranking you at the end.

17:35

And so certain things become more important when we're ranking. Once we've interviewed everybody, certain things are more important to kind of get you in the door for interviews, so to speak.

17:46

So those are some of the top things to think about when you're thinking about your application, how to craft it.

17:55

Um, the pandemic has had effects on interviews, right? So we've been doing virtual interviews now for a couple of years. And a lot of people have preferred it. So applicants are preferring internship directors are satisfied with this process.

18:09

I think that's really important that we've all been really happy about with virtual interviews, is that it really promotes equity and increase access across applicants, with It's very expensive to fly all over this country right now, especially.

18:23

And it decreases your cost for flying. And we're able to reach more people that we are really excited about in terms of interviewing and ranking at our sites. when we've been doing virtual interviews.

18:36

So, I think the question is, will they continue Next year, I think, according to APEC, They're strongly encouraged, so I think its likelihood is going to be that the interviews you're going to have next year are going to be virtual.

18:48

Next slide.

18:51

So it's important you should talk to others. You should seek honest feedback from people that you trust.

18:57

This is an important decision, you know, once you're figuring out what you're going to do.

19:03

Talk to your advisor, Talk to your DCT other mentors, you know, professionally about the sites you're considering. one thing to consider is in the, is there information up to date?

19:13

Some of our professors are a bet on the wiser side, I would say, right? They've been around a long time, but it may be 40 years since they've been on internship. And you want to question whether or not the information they have is the most up to date information about that site.

19:28

No, but talk to others who have interviewed it or attended that internship. I can't speak more highly about that.

19:35

Right, so, their boots on the ground, they're people that have done it, and they're gonna be, has the best insider information.

19:43

That's what I always tell people, like, go talk, I don't know much about that side. I know this person there, but I don't know much about the internship, But talk to so. And so, they just were on an internship, or they know they interviewed last year. Maybe they have some insider information.

19:56

It's important to join internship discussions, groups, panels like this, get information and conferences and things like that.

20:03

I put, don't go down the list serv rabbit hole because it can be a bit overwhelming. I think listserv's tents that kind of breedingxiety and more people talking about, like, oh, I have many applications. Have you done? and things like that.

20:16

That's not as important.

20:17

You know, I think it's more important to get good information, get information about fit and things like that, and then, well from there, Next slide.

20:29

Most important. Create a list of sites you want to apply to. Kind of get that list working. You know, have have a big list. Narrow it down Based on kind of things that you're reading, maybe started off with places you want to be, or things that you're kind of interested in, or types of sites.

20:43

You want, have a running hypothesis about this. So, even when you start to go on interviews and things like that, but I would not rank order it until you after the interviews.

20:53

You're gonna see all kinds of things near here with you and learn all kinds of things on interview, especially from the current interns, thorough talks with the current interns or whatever site you interview at, because that's really important.

21:05

Um, again, submit a bunch of applications, but don't submit 64, that's too many. If there's going to be a rate of return on that, and that's not going to be, you know, it's going to be too many at that point.

21:17

But, again, remember your stats.

21:18

If you only apply to one internship site or two, the probability is much lower that you're going to match. The probability is on your side. You know, 96% of people match, It's a good thing, you know.

21:29

It's more than likely that it's going to be OK, OK, Next slide.

21:37

I've put some resources here. Again, these, this is going to be available later. So, these are good resources to look at. And the APEC website has excellent FAQ sections and things like that, which will give you all kinds of information about everything.

21:52

Thanks very much. That's what I've got.

21:58

Right, thank you so much, doctor Balshaw.

22:02

Next up, we're gonna have doctor Amy West join us, and she is going to speak on internship application materials.

22:12

Can someone shop to us?

22:27

Doctor Musto, please turn your microphone on.

22:31

It's on. Now we hear you. Oh, OK. OK, yeah, sorry, it was on, I don't know.

22:40

OK, hopefully we're good now, sorry, I just got into the meeting like NaN ago, but I guess it was very good timing.

22:46

So, I am going to talk to you a little bit about application materials.

22:53

And so you can go to the next slide.

22:57

What I'm going to focus in on is these three pieces of your application, because, in my mind, and I think, in most people's minds, these are kind of the most critical and most important. and definitely, kind of what we, as training directors and people reviewing applications look to, first. You know, there's certain information that we extract from the appy and, you know, like ours, and stuff like that. But that's, you know, all pretty generic information.

23:25

And this is where we go to really learn about who you are, what your experiences are, and make an assessment of how you're gonna fit with our site, how you do Or don't that with our site. So, these are definitely the materials I would spend the most time on, be the most careful with.

23:42

And really, you know, make an effort to kind of, ah, make your your self shine through. And these materials. So the CV, the personal statement, and the cover letter, or the three I'm going to talk about.

23:55

So, go ahead to the next slide, OK, you can go to the next one.

23:59

So the CV, this is literally the first place we go.

24:05

Like, if, in any, you know, internship, definitely true for internship, but probably, you know, throughout your career, whenever you apply to anything, the CV is always like the gateway to everything else. So you will typically look at the CV, and if the CV kind of passes muster or it looks interesting and intriguing like a good match, then we'll kind of go on to the other materials.

24:27

So you really want to make sure that your CV is a powerful document.

24:32

And, again, really, in a very easy to read, easy to digest way, um, shows the reviewer who you are, and what your interests are.

24:44

So, I've kind of set this up in terms of, for each, you know, document or each material thinking about things to do and things not to do, just to make it hopefully really easy, you know, for you to internalize.

24:58

So, the first thing, in terms of the CV and this, you know, I understand, can be kind of a pain, although, I don't think you necessarily need to tailor it to each site.

25:11

But the idea is to tailor your CV, in general, to like the type of site that you're applying to, So, there's not that many different kinds of internship sites, especially, you know.

25:21

At this point in your career, you're likely pretty advanced and pretty targeted.

25:25

So, you're more likely to apply it to just one type of site, or maybe a couple of types of sites.

25:31

No.

25:32

There's child or adult bears, You know, neuro psych and other. There's clinical science and more traditional clinical. So just think of that, you know, And there might be certain kind of adaptations.

25:43

For example, if you're applying to some clinical science sites, no clinical science sites are there. There's only a handful of them. I used to direct one in Chicago before I came out here.

25:54

Now, I direct more of a traditional child clinical site, but those sites actually do look at things like publications and grants. So, again, you might want to have those more prominent on your CV.

26:06

Whereas, for more kind of, traditional clinical internships, they don't really look as much.

26:10

I mean, they'll look at that and it'll be impressive, but they're much more interested and like your clinical experiences and your clinical skills. So those, you know, might be more, more prominently displayed on your CV. So, anyway, just think, think about, kind of any adaptations you might want to make based on the kind of site that you're applying to, just to make sure that, like, the right information pops out most immediately when somebody is looking at your CV.

26:38

I would also encourage you to describe it in a, in, not a ton, but enough detail on the kinds of experiences that you've had in your, you know, clinical and research, clinical research experiences.

26:54

And that's because, again, particularly for so I direct a child, clinical and pediatrics site internship, and we all wait, you know, why don't we get so many applications?

27:04

And when we get, like, no hundreds of applications for our 10 slots. And so, we really have to like develop a system to, to triage.

27:16

And so, one of the things we do is we look for who's had no good clinical child experiences or pediatric psych experiences. But it's not, you know, we can't always tell that, based on the, the title of the site.

27:31

So, so, again, we look, you know, directly at the description to tell, like, have you had the kinds of assessment and intervention experiences that we're looking for with diverse, you know, child populations, and what kinds of populations have you worked in? Academic medical settings, that sort of thing.

27:50

So, again, if it's a balance, because I've, I've seen it both ways. I've seen it where it's just like a title of the site and a couple of supervisors and I can't tell it all what was done there. And then, I've seen it where there's, like, you know, 10 bullet points and that's too much, right? And then, the right information is going to get lost in the overly detailed description of the site.

28:12

So, I would try to do it, and like 1 to three bullet points max for each of your practicum or clinical experiences, or any clinical research experiences that kind of speak to the development of clinical skills as well.

28:28

But, I do think it's important to give some level of detail, so we can tell as reviewers, you know what you actually did, because that is something we use to evaluate.

28:38

And then publication.

28:39

So, I would say, again, this is maybe more important for sites that are looking more heavily at kind of a research track record, which some do and some don't.

28:48

But I would make sure to do to distinguish between what's been actually published versus what's in Press and under review.

28:59

At UIC the internship that I directed, previous to here, we did look very heavily at research track record, and reviewers would get, you know?

29:11

Barry, uh, frustrated when, when there was just one big, long list of things that were and ****, um, it's really hard to tell them what, what was, and didn't separate out peer review from chapters. And it was just really hard to tell like what had actually been done scientifically.

29:29

So, again, if you're applying to those kinds of sites, make it really easy for the reviewer to tell like, what, you know, what, in each of those categories you've actually done?

29:39

And just in general, I mean, that's specific to publications.

29:41

But I would have that, kind of, you know, voice in your head, as you're going through all of the sections of your CV. Like, what's gonna make it easy for reviewers.

29:52

Like, what's gonna make it easier for them to extract the exact information that, that, that they need, and that you want to come across from that particular section, Proof it.

30:03

So, this cannot be the importance of this cannot be overstated. So, it just looks really bad when there's a lot of typos. And, it happens, and he, you know, a lot of, us, myself included proofread our work a million times, and they're like, We're all human.

30:21

It definitely happened, but you know, the fewer, the better. So I would absolutely put your eyes, you know, on your own document, but have other people look at it, too.

30:29

Because I think when we're so in the weeds with our own materials, sometimes it's really hard to see no typos and things that don't sound right, because we've just looked at them too many times. So, have other people review and copy edit your CV as well.

30:48

And then another thing I would say is make it visually appealing.

30:51

So, again, this seems like you know such a minor detail but, again, it has everything to do with how attractive and easy, you know, it is for a reviewer to look at your CV and to pull out the information that they need to.

31:04

So, use bolding caps, font, indents, paragraphs, like bullet points.

31:12

Include spaces. You know, there's no page limit to your CV so you can include as many spaces as make it easy to read.

31:19

But do whatever you can to make it a visually appealing document, and then be concise. You know make sure your grammar is as good and correct, you're consistent with tenses. use active voice when possible, and avoid jargon. I mean those are kind of universal tips about writing. And again, ask peers and mentors for examples. I mean, when I was early in my career, that's basically how I developed a format for my CV.

31:47

As I looked at people a little bit, you know, senior to me, and, and got a bunch of CDs, and just took, you, know, took certain styles and ways of describing things.

31:58

And ways of formatting things that I liked that appealed to me, and I use that to kind of create the structure for, for my CV.

32:05

So, I think it's great to have, you know, examples, to look at, OK, next slide, dumped, Don't pad it, and what I mean by that is not so much, you know, like, making up things that you didn't do. I mean, certainly, hopefully none of you would be doing that.

32:24

But, more so, like, you can, you can now start to leave off things that aren't as relevant or, or compelling in terms of your current skill set and experiences, and what you're being evaluated on in terms of internship.

32:41

So, you know, kinda really tiny, you know, work conference workshops you did, or conferences you attended.

32:49

Know, that stuff isn't, again, as important as you're describing, or clinical practicum experiences, and your dissertation and your research experience and your publications, and you don't want information like that. Like, if there's a whole long list of, like, all the workshops you've ever taken, all the grad courses you've taken.

33:07

Again, that's just gonna distract a reviewer, and they're gonna get bogged down in that and not find the stuff that's really relevant.

33:13

Because that honestly, isn't that relevant to evaluating you, or for your internship, You can also start to take off some of your undergrad accomplishments.

33:23

I mean, at this point, you're getting to the very end of your grad career, and as you kind of transition into applying for postdocs and jobs, you basically take all of your undergrad stuff off of your CV. Because it really becomes about your graduate school experience, your internship experience, and beyond.

33:40

You know, obviously, if there are, like, major accomplishments that are really impressive. Like, you were, a Rhodes Scholar or, or, stuff like that, or one major like, research award, that, as an undergrad, you can leave.

33:51

You know, you can use your judgement, I mean, you can leave stuff on the evening is really illustrative of, of who you are and your accomplishments.

34:00

But just, you know, in general, I think you can take a lot of the more extraneous information out of your CV at this point, don't get too personal on your CV.

34:10

So on a professional CV, you know, don't list hobbies, your marital status, children, other jobs you had that were relevant to psychology, like if you worked, you know, in a restaurant and grad school, obviously, you know, anything that's not directly relevant to your professional performance and activities.

34:30

Don't include it.

34:32

Again, you don't need to worry about length. There are no rules. So all the more reason to use lots of spaces and, you know, stuff that's going to make it easier to read.

34:40

And don't try to be cute or humorous. I mean, I honestly I don't see. That's a ton, especially on CVs. But remember, this is a formal document. And even if you know you're a humor person, and you bring humor into the workplace, which is fine and great, and, you know, we all eventually like that is a quality and an intern than others.

34:58

But if, you know, you never know, how, when it's not actually you delivering it and person, you never really know how it's going to come across if you're trying to be ironic or, you know, trying to be, you know, bring humor.

35:11

And so, so, I just err on the side of considering a formal professional document and you know, being very kind of days valid about what you communicate.

35:22

And then this is just the basic Veda Checklist. So I imagine at this point, you know, all of your data have these sections. But if you're wanting to just kind of check to make sure that you have all of the major sections that should be in a professional.

35:36

This is kind of a good checklist that you can use and is, for the most part, in kind of the order that, that things typically are, starting with your education and your life certifications.

35:52

Honors and awards usually come upfront, and then your professional experience, which would be clinical research and teaching, and then publications and, and presentations at the end. You can include volunteer or service work. Again, you know, if that's not really something we heavily, yeah.

36:12

But if you think there's certain volunteer or service or if you do that really again, illustrates your, your values are things that are also important to your professional activities done, you can absolutely use your judgement there and that's fine OK, moving on, personal statement.

36:28

So at this point, you know, we've all done a million personal statements. And but, You know, again, it's never a bad thing to kind of revisit because, I think, you know, as we go on and we get so used to writing these things and we have our own kind of templates.

36:45

We can sometimes, you know, deviate away from from, you know the, the really important basic structure of an essay like this.

36:56

And so I think it's a nice reminder of like what does this really supposed to convey and what is the best structure and format to set that up.

37:05

So, I think personal statements, Know, I think the first, the most important thing you want to come across to your reader, is, what are your short and long term professional goal?

37:17

I mean, again, that that is the most important information we want to know, because we want to know, Do those goals, fit with what we have to offer, and, and make a good fit with our internship.

37:27

So, those of you aren't kind of right up front. I mean, they don't need to be the first line, if you want to, kind of a lot of people.

37:32

You know, I'd like to start there, essays off with something creative or really catchy, you know, first line, and that's fine. But they should be in the first paragraph.

37:42

You know, it's a really important kind of initial information to share.

37:45

Then after that, it's really a story, you can think of it as like, a narrative or a story of, so these are your goals, this is where you're going. How did you get there? Like, how did you kind of build towards those goals? And where does it leave you now?

37:58

So I think, you know, once you've kind of stated those, those no professional career goals, then you kind of tell a story of how they developed, was that out of, you know, a specific or personal challenge, a particular mentor course, you took, or research lab. You worked in an undergrad, but just kind of where did all begin and how did it develop?

38:22

And how have you kind of continue to lay the foundation and narrow your interests and activities towards that goal?

38:29

Because that shows, you know, I think it's important to show kind of a methodical and thoughtful trajectory not that there can't have been deviations and new interests and things. But, you know, at this point in your career, I think that, that sites are really looking for people who have, who have focus, you know, who know to some degree, kind of what they're after, and where they're going.

38:52

And then, really, importantly, and a nice way to kind of end the essay.

38:58

And capitalize on, that recency effect is how do those goals fit beautifully and perfectly with this specific internship.

39:08

So, again, that that ultimately is what we, as reviewers, are looking for.

39:15

Because everybody, you know, most, most applicants are very competitive, are very, you know, compelling as as, as professionals and candidates, and so it really becomes all about the fit, so you want to make that really clear.

39:31

Next slide.

39:33

OK, so some do's and don'ts. No.

39:36

Define a central idea. You want it to all cohere around you know, you don't want something that's just kind of a rambling narrative. You want it to kind of have, you know, a very consistent beginning, ending to cohere around a central theme. So tell a story. I already talked about that.

39:54

Kind of what you learned and how you learned What you learn shaped your trajectory and how, again, that lands you exactly where you are right now, applying to this specific internship for these specific reasons.

40:08

You want to obviously highlight your strengths throughout without, you know, in a very instructive way. Not not in a kind of boastful or a way that's not in context, but obviously, use it as an opportunity, too.

40:26

To highlight your, you know, your strengths and your strong points, and your interests, and how those fit with the site, be truthful, be authentic.

40:32

That really comes through, you know, I think, right from your heart, if something is too dry, too academic.

40:40

Like, that's not, again, that's not, it doesn't capture the attention of the reviewer in the same way. So we remember essays that really, like, you know, capture our attention, And typically that's because something really authentic, a passion, something is coming across.

40:58

You can be really positive and talk about your passion, talk about, you know, what, what drives you in this field but do it in a specific way. So I see this all the time happen in essays where people say really kind of general altruistic thing, like I just love helping people.

41:13

Yeah, I think we all, in this profession, love helping people.

41:17

That's not necessarily going to set you apart from someone else.

41:21

So if you want to say kind of global, positive statements like that, make sure they're specific and are about things and in ways that are gonna set you apart and make you unique compared to others.

41:34

Don't, don't quote other people. Don't use ...

41:37

cliches, don't use ... vocabulary.

41:43

That's kind of an example of what it means which is that don't use really pretentious, you know, big words that we're all gonna know that you've probably looked up, you know? And just just normally, I mean, normal professional, formal language, as mine.

41:57

Negative comments, excuses I mean, I've seen this before, where there may be, like, gaps on a CV or something. You know, you had something bad happen and in graduate school, or, you know, there's a bad, you know, Mark, on your CV or something. And people use the essay as a way to rationalize or trying to defend that. I mean, I just think in general, like, you know, everybody has stuff that isn't as impressive. There's no need, it just brings more attention to it.

42:30

When you spend a lot of time, kind of, you know, talking about it, so much better, just to focus on your strengths, focused on the things that make you compelling candidate. If there's something you need to explain like Therewith disciplinary action or something like that.

42:44

No, you can find the appropriate way to do that, if you, if you feel that you need to, I don't think it needs to become the central focus of your personal statement.

42:53

Don't be too candid.

42:55

So, again, it's like walking that balance between wanting us to really know you as a person, um, but, but not disclosing too much. So in general, like avoid references to your own mental health, or just anything. That's like excessively self revealing that you know that it's not that that stuff can't be shared, but that's better than kind of in person and context.

43:16

Again, a personal statement is not, not necessarily the right place for that.

43:20

And as I said before, avoid trying to like use.

43:23

A lot of humor or be ironic You just never know how that's going to allow your reader.

43:29

So better just to be, you know, straightforward and and clear in your language, and obviously don't talk about religion or politics, or, you know, as tempting as it might be.

43:39

And, and within State of our World today, you know, it's better left for a conversation versus NSA likeness.

43:48

OK, and then finally, I'll hurry up because I know I think I'm a little bit over time.

43:55

So cover letters, again. This is another of those things we like look at immediately, so these are where we go first, probably the CV and the cover letter. So, it is actually a really important document.

44:06

Um, and, no, I think typically it's about 1 to 2 pages.

44:11

It's really your opportunity to kind of introduce yourself and give us an initial impression with a particular focus on that site. Exactly. So your personal statement, obviously, you may tailor that a little bit to each site, but, you know, it's probably like a general template that you're using for all sites.

44:27

I mean, there may be some ways in which that's true for a cover letter to, obviously, you're presenting the same materials. You're the same person in each cover letter. But the cover letter is really your opportunity to show that you have done your research on that site and thought very carefully about why you're applying and why you're a good match.

44:45

So that's really the information that you want to come across. You want to kind of introduce yourself, major points and strengths about you, and then argue why you'd be a great fit for that internship. If there are things in your CV, don't know in general. Do not make it just a regurgitation of your CV.

45:02

That's It's boring, We read your CV. We don't need it, kind of, you know, regurgitated. But if there are things you want to kind of contextualize and describe that, really, you know, there's, there's pieces of it that don't come across in your CV, then that's, OK, this would be the place to do that.

45:19

OK, go ahead. Next slide.

45:23

So, cover letters. You know, there are some kind of basic, good, good writing structure to it.

45:29

Um, you want to have an opening paragraph clearly.

45:32

States who you are, why you're writing. Give a brief introduction to yourself. Make sure you include the right internship.

45:39

Again, this is something I've seen a lot actually more than you would imagine over the years is people sending me a cover letter that's actually written to a different Training director at a different program. So again that that just comes down to make sure your stuff is proofed. You've other eyes on it, um, and you look at it carefully before you submit.

45:58

And then middle paragraphs. This is where you, kind of describe your, you elaborate on your research and other experiences that make you a great fit for that internship.

46:09

And then, in closing, you kind of want to know, present the materials that you're including. Some people do that in the first paragraph at a time, and then just thank you, thank the reader for their time and consideration.

46:25

Next slide.

46:29

Dues. Again, do show that you've done your homework address specific. You know, things about the internship that you learned by reading their materials or looking at their website.

46:38

Speak to the specific needs that there are, like gaps you can fill, or, again, like, things that you bring.

46:45

In addition to all of the experience and training you want to get there, highlight those, Show your passion.

46:52

I mean, again, this is a good place for, for your kind of authentic self and your enthusiasm to come across, um, always, always think your reader focused on demonstrating match.

47:08

Next, don't, as I said, do not just re iterate your curriculum, beat up.

47:17

And in general, just, again, this is a place to spice things up and make them a little.

47:21

Yeah, there's so many different places and throughout the application application, where there's so much like templated language and so, you know, B, try not to be so, so formal, and you know That. That again, you're not really coming through that.

47:37

It feels boring to the person who's reading it, you know, stay away from rambling from jargon. And don't underestimate the importance of the cover letter, as I said, like the CV and the cover letter, or the first places that we go to get to know who you are. And if you're a great fit for this site, really be these are the document that you really want to shine.

47:58

Next.

48:02

That's it for me. Thank you.

48:07

All right. Thank you so much.

48:10

Next up, we have doctor Goldstein and she is going to speak about interviewing.

48:20

Thank you so much, Natalie. Thank you all for coming today. I think I get the most fun part of this panel, because I think myself and the other internship directors, we really look forward to interviews. There really a chance for us to get to know you, and you to get to know us. So, next slide, please.

48:41

And so, at this point, you've gotten to the interview. So you've already gotten through kinda jumping through the hoops of getting invited for an interview and you've heard this magic word affair many times already today, and it could not be more true.

48:56

Then when it comes down to the interview, that that's really your goal during the interview day, as it is for us. We know at that point, that you are a good match on paper, but sometimes what's on paper doesn't come out on the day of the interview. Which is why doctor Walter had talked about, you know, not necessarily, you know, finalizing any rankings until you go. And so part of your job on the interview day, as is ours, is to figure out, is this a good fit between what we have to offer, And what we can help you achieve, and what you're looking for. So really trying to determine what kind of career, just this site, prepare people for. Making sure you're clear, Does

this site help you? get what it is that you're looking for on internship? And then, of course, getting a feel for the environmental culture, talking to people.

49:47

Ultimately, these will be your colleagues if you end up matching at this site. And so, thinking about, are these the kinds of people you want to be working with every day, and the end, is this the kind of setting you want to be.

49:59

Next slide, please.

50:03

Alright, so, the basics of the interview. As I said, this is our chance to really get to know you in three dimensions, Or I guess it's kind of still two dimensions, because much of this is virtual, which we'll talk about a little bit more in a moment. But, this really is your chance to show us who you are. We really do want to get to know you as a person. As I said, we're looking for future colleagues, and so we want to know who you are, what you're excited about, what your future goals are. It's also important that, you remember that, it is an interview. And so it's critical that you present yourself professionally, obviously, thinking about what you're wearing, and the environment, you're, and we'll talk more about that in a moment, when it comes to virtual interviews.

50:49

The other thing that's really critical in the interview, that I can't stress enough is, of course, we want you to be yourself, And I draw from the social psychology literature.

50:58

Oftentimes, when I think about this, that the number one predictor of who likes you is who you think likes you, and so in order to find that match, we're looking for people who are excited about what we have to offer, who we think can really benefit from what our site gifts. And so part of that is determining your enthusiasm, of course.

51:24

We don't want you to be a cheerleader, or if you're not one, and finding a way to really communicate your enthusiasm in a way that's genuine to, you is critical, because that's part of what we get in the interview, that we don't always get on paper. We really want to know you and what it is that you want to do in the future. What kind of psychologists do you want to be and what your goals are? And so I always say the best interviews are actually conversations. Of course, they often start off with niceties and talking about the weather are, you know, whether people have been to Pittsburgh or not, or where they grew up. But ultimately it really comes down to a conversation about this field that we're all invested. And ultimately, we are all psychologists, or want to be, psychologists. And so, the best interviews ultimately ends up being not just questions and answers back and forth, but actually conversations that are exciting and fulfilling, which is what can make the interview process so interesting.

52:23

And then last, in terms of basics, I know everybody says this, and a lot of people don't do it. Practice, really, truly practice interviewing with someone with many people. It could be your peers. It could be your professors that could be or DCT, but really give yourself an opportunity to practice what it is that you want to convey, so that you can get some of the kinks out before the actual day of the interview.

52:49

Next slide please.

52:53

OK, so how do you prepare for the interview, please, please, please, do your homework. We are really interested in having a focused conversation with you about our site, and certainly, we can use the interview day to tell you more. But we do expect that you'll come already knowing what is readily available on the Internet About our sites. We put so much thought into what we put on our websites and out on the Internet. And we really do want people to get as much out of those resources that they can, so that when they come for interviews, we can expand upon that. And so, we do want to know that you really put some thought into and recognize what does and does not make our site a good match for you. So, we do want you to know a little bit about the site. Of course, we'll remind you and educate you and tell you more about it throughout the day.

53:47

But, you do want to know if this is a site that has tracks or not, if it has rotations or not, how big or small is the program? Does it have multiple sites? What are the requirements? What's the timeframe for the internship? These are things that we would expect you basic information, to know when you come. When people start asking questions that are kind of these basic pieces of information on interview, it makes us wonder if these are things that if our site is really a site that you're excited about.

54:19

And definitely come with informed questions, We love it when people try to dig a little bit deeper. You know, I read on your website that you have a rotation in Suicide Risk Assessment for youth. Can you tell me more about what a rotation there would entail? Those are the kinds of questions that we are happy to field during interviews. And then we encourage folks to take notes afterwards, so that you can remember. We know that these days can go really fast, and that your stress level can be high on the day of interviews. So, if you're able, set aside a little time in between interviews to jot down notes, both about things that you learned, but also about how it felt in the interview.

55:00

As far as thank you notes and e-mails go, there's really a wide range, certainly training directors do not expect thank you notes or e-mails from applicants, and we don't hold it against you if you don't send one. However, that being said, a well worded and enthusiastic e-mail after the fact is oftentimes appreciated, but you should also know that we won't respond to your e-mails. Are thank you notes. That really after the interview, unless you have specific questions, that's really where our conversations and until matchday. Next slide, please.

55:35

So, as doctor Wellstone mentioned, you know, over the last several years, we've all come to learn that both the programs and the applicants really have appreciated the switch to virtual interviews for a host of reasons.

55:51

And so it's most likely, I think, that this will continue well into the future. And so, a couple of tips for virtual interviewing. Please test your internet connection and the platform in advance.

56:03

You know, it's so painful for everyone when tech problems arise, but also please know that tech problems happen for all of us on your end and on our end. And we do understand that if we have learned nothing else over the last couple of years, It's how well tech works, when it works, and how much it.

56:22

It's a problem when it doesn't work, and so when those uncontrollable circumstances arise, try to stay calm, to troubleshoot and problem solve. We understand that, and we also ask that you be patient with us when they happen on our end.

56:39

Also, think hard about your setting during virtual interviews. Do your best to try and minimize out the outside distractions. If you know the place that you usually work is not somewhere that is relatively quiet, where you can focus, maybe you have pets or children or other outside distractions, see if you can organize a place ahead of time for the interview, where you will really be able to focus. And also consider your physical space. Think about privacy, where it's quiet. Think about professionalism. You know, where are you? You don't necessarily have to be in an office with a bunch of books and diplomas behind you, but you may also not want to be sitting in your bed during a virtual interview because, remember, it is still an interview and then also, there's the lighting in the room. Again, this is our chance to talk to you and get to know you, and so as much as we can approximate a face-to-face interview, the better.

57:37

Next slide, please.

57:40

So, here are just some commonly asked questions for the interview, and the interest of time, I won't go through all of them. I kinda break them down into three general categories: The first, or just general questions, about why are you interested in this site? What will you bring to this site? What are your career goals? Where do you see yourself, and to 5 or 10 years post internship? These are very commonly asked questions, and I'd encourage you when you practice beforehand and to really consider your responses to these, because you will get questions like this, regardless of whether it's a clinical site, a research side, our boss.

58:17

Then, beyond that, depending on the types of sites that you're applying to, and interviewing at, they may be more heavy on the clinical questions and more heavy on the research questions, and some will be a heavy combination of balls. And so, really preparing ahead of time to talk about cases that went well and didn't go well. To talk about issues of diversity, equity, and inclusion, prior, thinking about, what are your training goals during this year, both in terms of clinical goals, and research goals, and then, of course, thinking about your future internship as a stepping stone to what is going to come next. And, so, thinking about, what is it that you're going to gain out of internship?

58:58

And what is it that you want from this training site in order to accomplish your goals, because that helps us, also, as training directors determines that, do we have what it is that you're looking for.

59:11

Next slide, please.

59:15

one of your best sources during interviews are the current interns and former interns. And sometimes you'll get a chance to talk to, you know, postdocs, who recently graduated from the internship. And oftentimes, you'll get a chance to talk to current interns. In fact, if you don't have the opportunity to talk to current interns, you may inquire about the potential to speak with some because they are truly your best source of what it's like to be an intern at that site, both in terms of the culture, the training, the faculty supervision.

59:51

And so, definitely use your time with the current interns wisely to ensure that you find out what does it really like to be an intern at this site. Think about, when you're talking to these current interns, are these the kinds of experiences that I'm looking for? Because just because one person is happy at a site, it doesn't necessarily mean that it would be the best match for you. And so, really thinking through, as you're with these people, getting your questions answered about the actual experience of being an intern there.

1:00:24

Next slide, please.

1:00:27

And so, I know we have time for questions at the very end. And so I will go ahead and hand it over back to Natalie. Thank you for your time.

1:00:38

Thank you, doctor Goldstein.

1:00:40

We are running a little bit behind, We're going to save, as much time as we can for questions, but really excited to hear from Kelly O'Connor and she's gonna provide a little bit about her experience applying an internship. Thanks, Kelly.

1:00:54

Of course, and thanks for having me. I'm really excited to talk with you guys, having just been through this experience myself, Wow, they're really stressful time. But there's a lot of excitement in it, and it just talking, I'm hearing doctor ... talk about the interview made me excited for you guys have interviewed are actually one of my favorite part.

1:01:12

The application sometimes a little more challenging and a little more stressful, but you will get through it.

1:01:17

So I am a grad student, everything at Commonwealth University, and then I matched at the Charleston Consortium or ... for that on the child track for internship. And then for postdoc, I'm going back to VCU to work in their injury and violence prevention program. And it's a research focus fellowship.

1:01:37

So, I applied, like I said.

1:01:42

I wasn't going through this process last year with mapping last year. What is time, anyway? I applied in Fall of 2020, though, that is like, right after they announce, OK, we're definitely filtering virtual 2020 with the wild deer.

1:01:56

And practicum Play Dead, I, where I worked in ADHD and child Thurgood Outpatient Clinic, and worked in pediatric primary care, and also worked in a forensic setting for one year. So I applied to child fake programs, as well as a few Brunswick NJ Justice Program.

1:02:16

I really wanted to experience a trauma focused treatment, which complements my research interests.

1:02:22

I wanted to gain even more experience in implementing culturally sensitive and responsive adaptations to evidence based treatment or culturally, you know, sensitive treatment in general and working with diverse populations, diverse children, and families. And then I also wanted to get more experience, you know, as a trainee when you're doing your graduate training.

1:02:45

Clinical training, sometimes you don't always get to see them more severe and complex cases. You might get a taste of that here and there, with depending on the case, depending on the setting, but I really wanted to challenge myself and broaden my experience with more severe and complex symptom presentation.

1:03:01

Then I'm definitely more of a research focused person. I still value clinical work and what I have to offer in a way that inspires me and my research, But I want to research time built into internship, and that was something that was important to me.

1:03:18

So, just a few big picture items, some of these have been talked about.

1:03:22

Number one fit that had been reiterated over and over, it really does matter.

1:03:27

And I know that there's people out there who might feel like, wow, there's no internship type and feel like a 100% perfect fit, and that's OK. But is there something that get this close as possible to what you're looking for that has training opportunities that you're fighting about? That had people you want to work with?

1:03:44

That has an environment that, you know, it's going to be going for you in your work.

1:03:49

There is getting there might not be A, like perfect internship site out there for you, but what checked most gearboxes, um, number two, taking care of yourself. I know that people say about all the time and it is, I am burnt out personally on hearing that actor the last few years.

1:04:06

But something I've been trying to, like harness lately is more of thinking about harmony in my life, It really easy to let that consume you. Like if there can, you know, balance work-life balance.

1:04:18

You know, balance of things that you're giving, different parts of your life, equal amount of attention, and care, But Harmony means that you're actually harmonize and you're doing it in a way that makes sense to you.

1:04:28

That good system, with your values, right, though, finding a way to harmonize the different areas of your life, you are not just a grad student.

1:04:35

You are not just the person applying for internship, you are so much more than one of the many other needs than that, though, finding a way to get those needs met and get support you need during the profit that I think is really critical and really important. I know some people are doing writing groups, and things like that, and I love that, I think that's awesome.

1:04:52

Um, know, what makes you unique, and highlight that more than one.

1:04:56

And, as somebody mentioned earlier in the presentation, you note, you're gonna have to, in some ways, market yourself as an applicant, and talk about yourself in a way that makes you stand out when they're reading everybody else's application material.

1:05:12

What makes you different, it could be training, and, you know, I'll give you some questions to get you started on the next slide, But on one of the next slides, though, we'll talk more about that.

1:05:23

And then, as people have mentioned, this is just as much an opportunity for them to get to know you, as it is for you to get to know them. And, honestly, as an intern right now, I would say, that's even more important. You have all their materials, they have yours.

1:05:37

But like, you are reading them, just as much as they're reading you during the whole application process, including interview, and then, asking good questions, and trusting your gut. I think it's really easy to get bogged down in a lot of different factors.

1:05:52

At some point, you're going to have to make decisions, and you're going to have to make ranking and trusting your gut tough thing, that people who know you back Then who you've been talking about, spending time thinking about and talking about it is, is helpful. And at the end of the day, you know, going with what you feel is right for you. And then lastly, not the end of the world. You know, I have somebody in my internship that I've already matched in phase two and has had a wonderful year. And yet, it's super stressful at the time, and I don't want to invalidate that whatsoever.

1:06:21

However, you, if you're going into Phase two, it's OK. It's OK. And you're not alone.

1:06:32

So there's a long, half worth of things. And I don't show you this all in one slide to overwhelm you. The more or less, like, it's important to stay organized, right. It's important to know for each site, when do I need to get to them? When do I need to get that done? When do I need to get my appy hour to my DCT that sign off on?

1:06:51

Another thing that I wanted to mention real quick, while I'm on this slide, is, that, I've heard of them institution, where, sometimes, when you want to request the formal transcript, if you're, like, tuition and fees are paid, they might not allow that. Though. Just, I've never heard of it stopping anyone from applying for internships, but it certainly has cost jobs for people that I've heard, though. It's just something to keep in the back of your mind. Maybe talk to other your GCP or other people in your program, to see if they've ever had an issue like that before.

1:07:21

Then, writing the essays is definitely the hardest and most time consuming aspect, at least in my experience. And so, that is something that I would plan way ahead or get, started working on Those, get started drafting those, get people looking at them, and we'll talk more, but I'll talk a little bit more about that. But just in terms of organization and things like that, you know, keeping a spreadsheet, with all the application tasks, keeping a spreadsheet with all the date for interviews and things like that.

1:07:49

All are important things to stay organized, so that you can make sure that you're checking all the boxes that you need a check. And doing so in a way that you can look back and be like, I nailed that, right.

1:08:04

Perfect. So, some questions to ask yourself in the months, leading up to applying, if not, even a year or two, before these are questions, you can ask yourself at any point, as you're thinking about preparing for the internship application process.

1:08:17

So, when you think about your clinical interests, there's a few that are specifically related to child focused work.

1:08:24

So there's the more clinical child site site.

1:08:28

There's the pizza, typeface, and sometimes there's combinations between know the clinical trials and the pain.

1:08:35

Then, there's juvenile justice sites and then the school mental health site.

1:08:39

There could be sites that are clinical child and they have 1 or 2 P 2 rotations, which might, you know, I definitely applied for sites like that because I have the primary care, but as Pete, primary care, as my only experience. I'm probably not going to be a good fit for a fully focused feet by site, right?

1:08:57

So knowing how your experiences lineup, and if you're somebody who's watching and you're applying two or more years from now, I mean, this is your opportunity to, like, ask yourself on experiences they want, are experiences that I need to get to, to better, like, round out my training.

1:09:15

So I am fitting into one of these categories more, if that's the category that's going to get you to where you want to be in your career, right?

1:09:23

If that's a category of interns, enter the chip focus.

1:09:27

In terms of clinical work.

1:09:29

Asking yourself about your strengths and areas of growth, I think, is really important, too.

1:09:35

What are the things that you learn each of your placement? What disorder to do treat? Or what assessment tools or measures were you using? What are you confident and administering are the ones that you never got to administer that you'd really like do? What settings have you worked, and what are unique aspect of that setting? Like, at ..., primary care, like, collaborating with the medical team and delivering brief interventions, right?

1:09:58

How can that help you on, Like, I had to think about, how is that going to help me on a clinical child site? Like, how can I sell that experience in a way that, like, that's gonna benefit me in a more clinical child oriented rotation, right? Thinking about your experiences, what you need to round out your training.

1:10:17

Um, then, what are your goals?

1:10:21

No, for internship and beyond.

1:10:24

What do you need to run at your training? How does that relate to your long-term goal? You know, and I always suggest working backwards, right, What your long-term career goal, what type of training An internship is going to help get you there? What kind of external crack or or even internal crack is going to help you develop skills?

1:10:39

or experience that can make you competitive for that internship site.

1:10:44

And I say that, but I also want to acknowledge that no internship site is exacting.

1:10:48

You to be an expert is expecting you to be prepared to, you know, jump into any of their rotations and feel totally on top of it without additional training. That is the point of internship training, training, training, training, training. And I'll talk a little bit more about the, and unlike

some things to consider around that, Because, really, this is a year for you to get the last training that you need.

1:11:11

It shouldn't be, you don't have to be competent in all of the areas that you, you know, will be by the end of internship, that the point of internship, what I'm trying to get across here.

1:11:27

All right.

1:11:31

So, before you can finalize a site where you really need to know your triangle, there, the questions from the last slide are going to help you get started with those, Hopefully, definitely read brochures or training sites. These are offerings that treat their goals a little bit.

1:11:49

I personally came up with like, you know, avishai had like several goals, some of those, both worked for some sites and they didn't really fit with other sites or some of them. I emphasize a little more with some type and some of them, I didn't emphasize quite as much with other type, right?

1:12:05

So, especially if you're like me where I applied to non clinical trial sites, but some forensic juvenile justice site, you're going to have this inevitably going to be some differences there. Do both of those relate to my long-term career goals with both of those? Be relevant for me, yeah.

1:12:22

Did I have slightly different goals based on the type of site that I was applying to? So it's OK for that to happen. At normal. I still had the same cover letter template for all those different types of sites.

1:12:34

That might not be true if you're applying to Pete Psych and keep narrow. Like.

1:12:39

for example, though, it really just depends.

1:12:42

And definitely talk to somebody with similar interests with you, who have similar interests with you.

1:12:49

I think one of the most helpful things for me in developing a list was going to a student who was in my brief on my research team, who had applied two years before I did. And then another one who had applied the year before I did.

1:13:05

And so, I talked with them about their experiences, they were willing to share their materials on their site lists, and we all have our, in the, you know, doing the same research, have similar clinical interests, because we're in the grad program, we did similar product because though it, it worked out really well, and I mean, the list that they had, I didn't apply to every day.

1:13:23

But there were some places, certainly, that I probably would have ended up with those, on my, with anyways.

1:13:28

Even if I had, you know, 30 abroad and gone narrow and done the third on the website, Which I did, I did that, All those, don't recommend just skipping that, but, you know, students who have done this already are your greatest resource.

1:13:45

So when it comes to a letter writer, hopefully you've identified, at least in your head, who those might be if you're applying that year, and you'll want to reach out to them.

1:13:56

You know, No, I think I have reached out to my letter writers who depends on your relationship with them and, you know, trust your gut and your knowledge of like how you typically interact with them and how much time they usually need with things like this.

1:14:07

But Aye, actually reached out to letter writers before I had to finalize my lists. And I actually kind of Got to support throughout the process from doing that like I kind of was like.

1:14:17

Hey, I know that I'm applying for these types of sites. I hear, I love if you could writing a strong letter here Y And here, I think that you could emphasize that that's something that you're willing to do and when they said yes, I would like, and they would you know one of my kind of more informal mentors was like, Yeah, tenure less like what? can I give you some feedback? Let's talk about it Let me know if you need any more support They need someone to read your essays.

1:14:44

So honestly reaching out before I had my lift final.

1:14:47

I, For me was a good experience. You know who you're asking, and you know, like the way that they do things, hopefully, and so that might not be the case with every faculty member. But for me, it ended up being a good experience, and I got the more, support and help out of doing that, and they had tons and tons of advance notice.

1:15:08

So, when it did come time and I did finalize my list, there was a little bit easier.

1:15:13

Um, and then, hour, that took me some time, I was using time to track, and I still, kind of had to like, go in and do, like, the assessment portion of things. Because I realized I hadn't been tracking all the tools that I was using, and stuff like that, will allow yourself some time for that. And, also, make sure you talk to your DCT. I would hope that your DTT is announcing when they need that buy in order to be, like, approving your hours, and things like that. But check in with them, if they hadn't so, that you can add that to your tap, right? That's another thing. You need to have another deadline you need to know about, and something that you need done in time in order to submit your application.

1:15:54

In terms of transcript, request early, but not too early, because last year, I requested transcript, like, kind of early, I feel like, and then, because everything kind of happens in a short window of time. I feel like for APEC and for interns internship in general, it LIHEAP emit a month later you're interviewing. You know what I mean?

1:16:14

Like, it's a quick turnaround with everything, and I felt like I found mine through early, and they kinda got, like, lost in the system a little bit, and I ended up having the refund them, though, Um, because they like, couldn't confirm that they had them, or I haven't submitted the right cover sheet with it, right?

1:16:29

So, submit early, but not too early.

1:16:35

In terms of essay, cover letters and CV, I think that the advice that was given by the previous presenters, with all excellent in terms of these, I think that having your own boilerplate language that you're using in your cover letter and can adapt.

1:16:51

Now, another thing I'll mention is that I put the rotations I was interested in for each site in the cover letter. I think it communicates to the site that you've done, your research, that you know about the rotations that they're offering, and the clinical training that they're offering.

1:17:06

But, also, when you get to interviews, all you have to do is look back at your cover letter and be like, oh, yeah, these are the rotations that I was interested in. Right? If you are planning to type where you want to get research, and you talked about that in your cover letter about, oh, I want to work with this person, and here's why, I'm really interested in collaborating this person, as well as, Y, right?

1:17:24

It makes your life a lot easier when it comes to prepping for interviews and stuff because when you're applying to over 10 sites than like you remembering all the specific, you know, you're not gonna remember all the little specific rotate rotations and the faculty names.

1:17:37

And everything that you have to like create a think of the cover letter at creating a template for yourself or interview, right? That you can easily go back and actually when you have a bunch of interviews back to back, and things like that. An entity. Interview burnout as real, too, though, you know, just prepare for that, ending, detailed in in your cover letters, and I think it shows, and I think it in practice site, when you've done your homework.

1:18:01

And you show that in your cover letter.

1:18:04

Also, I want to mention other resource focused person.

1:18:08

I think people have different perspectives on it. So, I will tell you that this is just mine. I did. I wanted to do research on internship. It's something that was important to me.

1:18:16

And, um, so, I always communicated that in, in my, in my cover letter.

1:18:26

I do think I like one at once. I've been going to interview ad. Like, they.

1:18:30

even said that they don't do research, and I would like, That's just something I value in it. You know, I can do research with other people like for my grad institution.

1:18:38

You know, and it doesn't necessarily have to take up a huge chunk of no.

1:18:43

But if I'm not, have patients scheduled an afternoon, you know, things like that.

1:18:47

It's just, I think that, that's, I wasn't going to be a good fit for me right, regardless, because research is something I value. I ended up at a site where I get a whole research today, And I love that, and that it's so amazing to me.

1:18:59

So you can choose whether or not to omit values that are important to you, and you submit your cover letter, even if they don't perfectly match with it. Like if you feel like it on macro state, you can choose to admit that.

1:19:13

Um, or when you talk about your long term career goals in the cover letter, and you briefly talk about your long-term career goals, You can choose to be more on it then, Be more in line, Like, talking about your value. The research is really 100%.

1:19:28

The way you want to go I would just say do not downplay the value of clinical work and training in your in your research or just in your career goal.

1:19:38

And Yeah, I think that would be my biggest piece of advice for the research oriented folks.

1:19:45

And definitely highlight. what is unique about your strengths and areas for growth. You know, both things can be sure you've learned so much. You've gotten so many skills, And you still have more to learn. There are still areas where you can grow.

1:19:57

So I think finding that, finding that balance is helpful.

1:20:02

So definitely get feedback from folks.

1:20:04

I think feedback on FA's, if anything, and probably the most important, um, TV is, it's also important as well.

1:20:12

But I would say like, you know, maybe like two or the faculty is good, but like really the feedback on the essays was extremely helpful. For me. The essays were just, like I said, they're, they're hard to write. There's a lot you want to say, there's a lot you want to get across, and you gotta do so in 500 words, so they can be challenging in that way.

1:20:36

And then, in terms of supplemental material, when you're providing, if there are sites that want to document report, the integrated report, treatment summary, things like that, choose the cases, if you can, and if you have one available, if not, it's OK. It's not, you know, nobody can be like, well, that doesn't align with this rotation, right?

1:20:55

Choose cases, if you can, that align with your training goals and the site. Right?

1:21:00

So, if you're an anxiety focused person, for example, and you did a really extensive anxiety or really extensive assessment, and one of the diagnoses was anxiety, right, generalized anxiety, then, you know, that would be a case, maybe, that I would locate, or doesn't report, that, I would want to mate with my application.

1:21:21

Um, also, this is important, especially when you're jumping around from planning to clinic or practicum to practice come, over here, is: it's hard, to keep track of all the reports, that you have there. Definitely save reports. And they've been de identified, though, or proper protected, to not violate HIPAA. But, because you're going to have to de identify them anyway when you submit for internship, the medical to do it, like ads or saving it, and as we're thinking of it.

1:21:48

Yeah, next slide, please.

1:21:51

And I'm intensive scheduling.

1:21:53

I definitely I love it now. I'll just throw it out there. I do and I created it like a crazy Excel calendar like.

1:22:01

Here's all the Bay tiers my preferred. They Noted an overlapping date. So that as soon as I got contact from a site that I got an interview that I was able to respond and be like, This is my first preference for some sites will e-mail you and they'll be like, OK. Here's three days. It's first come, first serve.

1:22:20

And so if you have a lot of sites, or, you know, that you're hoping to get an interview from and there's no one overlapping day across all of them.

1:22:31

But that's the only day for one site and they on the other side to have a week or another day, it's like, it's a whole, like, no jigsaw puzzle that you have to figure out, though.

1:22:41

It's definitely worth sitting down after you submit your applications. But before interview, invites start rolling out, and figuring out, OK, if I were to get an interview, I did every single site on my list, how would I organize that?

1:22:55

Of course, it didn't turn out, um, it perfectly there's going to be, you're going to have to re-order things and, and that's OK and not totally happens.

1:23:07

People might even be like, Oh, we, you know, realize that we can do it in to innovate interview days instead of three. And we, so we drop that date, or things can change, and things happen.

1:23:16

So it's really important also, to be flexible and to not get too caught up in the date.

1:23:22

And just kind of roll with things as they go and ray doctor plan.

1:23:27

The other thing I will say is take advantage of the December interview days.

1:23:31

I know, it's scary. I know it's intimidating. And you're like, Wait a minute. I just submitted my applications. But you already, you've got this.

1:23:39

And by the end of January when you have that interview burnout, which is very real.

1:23:45

You'll be very happy that you've finished some of your interviews in December and when you were still feeling, you know, energetic and excited and things like that because if I began, you're like, OK, that's the routine. I got this and they're long days and even though, you know, when I did the interview, they were virtual, even though they're virtual. I think we can all have the fact that we've done virtual things and still felt tired at the end of the day, right? So it's OK, and it's normal for that to happen, But prepare for that. Try to prevent that, if you can.

1:24:21

And then practice, practice, practice. Definitely, definitely do Practice interviews with faculty.

1:24:29

Do it with a faculty. Who knows you? Well? Maybe he's somebody who supervise you.

1:24:33

A faculty whose research, if you're a research oriented person like me, then when you're applying for a research oriented site, you will have interviews with more research oriented people who, and maybe even with a potential research mentor, at a site, who will want to talk to you about research and non clinical work. They'll be prepared for that as well.

1:24:51

But maybe even having a research oriented faculty member.

1:24:55

Do an interview with you and then maybe somebody who supervise you.

1:24:59

And then maybe somebody who you barely interacted with the right, who maybe knows how to, you know, is a good interviewer, and knows how to know what internship interviews are like, and can kind of mimic that for you. Like, and I know at VCU, we have like 1 or 2 faculty that people are like, oh, definitely help them, because they're really, they're really good at this. And they're kind of have been closer to the process before, though, are good at practice interviews. And then get feedback and get honest feedback. Encourage them to give you honest.

1:25:29

Feedback. And constructive feedback is super helpful in that process. And when you're doing virtual stuff, and I'm like, I'm about to tell you this, and I'm not doing it right now, but like looking into the camera and things like that, and do make a difference. And so, they might pick up on little things like that.

1:25:45

You might be saying all the right things, but maybe there's some other way that you could just be more engaging via video.

1:25:52

And then, always having, I had, like, a super long, recommended, probably, like, five pages, like, just a question from every document that anyone ever sent me, like, from a from the APA, like Intern Application Book, which is linked at the end of the presentation.

1:26:09

And I just put into a huge document.

1:26:11

And every time before I went, before I had an interview, I would like pick out the questions that I wanted to ask at the intern thing, And, with each of the people that I was interviewing with, that they sent a lot, with enough time in advance for me to do that.

1:26:26

So I think having a huge document full of questions was honestly a great way for me to like quickly prep and like, poll questions that I wanted, Although, there very well could be interviews where they are asking a question of time, and you might not have a chance to ask the question.

1:26:43

There will also be interviews where you are asking all of the question. So even if you prep 2 or 3 questions for each interview, that you want to ask that person, always make sure you have backup like that by having that long as the grade. Because I always like kept it near my desk.

1:27:00

Just in case there were the adult, like a lull in the conversation, and I like needed a quick question to ask there, keep the conversation going. And to continue learning more about the site.

1:27:11

Definitely, keep that in mind, too.

1:27:18

Oh, and some sites are an advocate that is, It's definitely a thing as well.

1:27:22

And I would suggest that you come up with a bunch of different types of case example, the case example that shows your skill, and that the area case example, where things didn't go quite the

way you had hoped, or an example where you and your supervisor disagreed. I think those are the classic examples. I don't think anyone ask for specific case like that.

1:27:42

But some sites will ask you, like, give me an example of a case that you've done a comprehensive assessment with, or whatever.

1:27:52

Like, those were the more of the case example that I got or a case, where the patient had different identity than you did, and like, how you manage that in treatment. I think that was when I got app.

1:28:02

But just having a binds prep, I think, is really helpful. And it's also really helpful while you're writing your essays, as well to integrate the case examples.

1:28:14

Kelly, I'm just going to interrupt for a SEC. We are over our time right now. I know.

1:28:18

We still have a bunch of attendees on here who want to do some Q and A And I also want to re-iterate what Linda posted in the chat, which is that all the slides and a recording of this included in the Q&A will be posted on the website. So, if you have to hop off now, that is no problem. And hopefully, we'll get some questions answered, and recorded for you. We're not gonna be able to answer all questions. I'm going to give you the floor for another minute, and you have a couple more slides, and some really great info.

1:28:46

So if possible, Kelly, if you could kinda fly through through, Get to us, and tonight? Thanks.

1:28:55

Yes.

1:28:58

All right.

1:28:59

So, each side has different preferences about contacting potential research mentors, asking questions, post, interview, thank you e-mails. Somebody will make those preferences really clear.

1:29:11

If you're ever unsure, like if you want to, like, set up a meeting with a faculty that you really wanted to talk to you and getting back to you on interview day, you know, you can always reach out to their program co-ordinator, or the director of the program.

1:29:24

I think about usually a good route to go, because sometimes programs have different kind of preferences on things like that.

1:29:31

Um, something else I'll highlight on here, right after the interview, take note all the pros and cons, anything, or remaining questions that you have, things you really like. Things you're not

sure of. All the thing, and then what I did is I made a spreadsheet, another spreadsheet of numerical ranking based on characteristics that were important to me. That training experiences, location, cost of living, program, diversity, and inclusion climate. And I ranked all of those, and then I gave like an average, like 0 to 10, Then I get an average.

1:30:05

And that doesn't have to be the only thing you look at, but it can be really helpful kind of to have an MRI. And that way. if you want to weigh more heavily, you can definitely do the math and lightweight certain characteristic more heavily.

1:30:16

And then also raking with your gut like I said, you know, you, Beth, people who know you can help your research mentor can help a lot. The people can give you advice, but at the end of the day, you're the one that have to submit the ranking, the trust yourself, and trust that you know what's right for you.

1:30:35

I'm going to get path difference, I think, as was discussed, in other ones.

1:30:39

And, also, when thinking about decision, kind of how to rank.

1:30:44

I'll refer you kinda back to the slide from doctor Balshaw presentation about things to consider when you're looking at program.

1:30:50

Also, things to consider when you're ranking programs. You know, you have to know what factors are most important to you from me, location with bag, for other people location might not be bag, for example.

1:31:01

And I think it can't be understated how important it is that your values as a professional and as a human being, match those of the site that you are ranking.

1:31:14

Now, you know, in your top sites that you're ranking in your top three, um, I think people say a lot, it's only a year you can do anything for only a year, but honestly, I kind of disagree, I think that we should be able to make choices that are fulfilling for us. And yes, you might not be a perfect year.

1:31:31

It might not be exactly what you want, again, not going to check all the boxes, But I think that there's still ways to make balanced decisions that are right for you, though, just want to leave you all with that and looking forward to the Q&A.

1:31:48

Great, Thank you so much, Kelly. Thank you to all of our speakers. We are over time, but a number of our panelists are able to stick around for a little bit, and do a Q and A And I know some people might have to hop off.

1:32:01

So, no problem about that.

1:32:05

I'm going to ask our panelists now. If you could come back on your video, and you can stay muted, and if you would like to answer a question, or perhaps, and I direct a question to you, just unmute and chime in.

1:32:21

And I'm going to take down our slides, but I do want to let all of our student members know that we can continue this conversation on the student listserv, if you want. And we can chat on Twitter and on social media, and we're really excited to see people in person at APA this year as well.

1:32:40

So I'm going to start us off, stop sharing this.

1:32:44

And I'm gonna start us off with a question that we have about including undergrad, post bac experiences, publications, trainings, et cetera, in application materials that came up a couple of times and questions that have been submitted.

1:33:01

So if anyone can speak to that and maybe clarify how much of that to include on a CV and or cover letter, et cetera. That would be great.

1:33:16

So I can, I'm happy to answer that one. That was kind of my my domain.

1:33:21

I think I mentioned this a little bit in my presentation, but in general, I think you can really start to leave off a lot of your undergraduate and potentially postbac experience except for the, again, those things that are really highly relevant and still speak to kind of your current interests and goals. So certainly publications, any publications, from any point in your career. I would absolutely leave on your CV.

1:33:45

Same for if, you, know, had any sort of participated, any grant writing, you know, as an undergrad. one, any significant research awards or, you know, or or scholarships? You know, that anything that really sets you apart is really impressive. I think you can leave on your CV. But in terms of, like, you know, undergrad courses, or, you know, kind of random internships that didn't really have to do with psychology or what you're pursuing now, that sort of thing you can definitely take off. I mean, you really again, want to focus on the things that are relevant to evaluating your candidacy as an intern. So, if there are undergraduate opportunities that are the undergraduate stuff you have on your CV, that doesn't really speak to, that I would taken off so that doesn't distract and get them away.

1:34:39

Thanks.

1:34:40

Um, we have some questions about, um, different training experiences with adults, but then wanting to match with a more child focused internship site. So I'm wondering if anyone can speak to some guidance on that for those types of applicants?

1:35:03

I can talk, I guess. I mean, adults are important to experiences experience, So we want to see what experience you have and if it's worth adults, that's, that's great. You know, please include that experience as well. It just shows us that you have more clinical experience. That's a good thing.

1:35:21

You know, obviously, if you, if you're applying to a child focused internship, we wanted to make sure that you've had pizza experience. We don't want it to be that you show up, and this is the first child you've ever seen in your life. But, you know, I think, certainly any, any relevant clinical experiences that you've had are important.

1:35:37

You know, if you know, CVT, it's good if you've applied with adults, and then you're gonna see if you've applied it with children as well and things like that. You know, I think these are all important experiences that are relevant for our application, so do include those things as well. Those are good.

1:35:55

And I would also add that those can be good things to know, to be able to discuss in an interview. And potentially, even in a cover letter, if you're somebody who, you know, maybe you started off your graduate school experience more focused on adults, and then, you know, transition and your interests more to children and families. That's all fine.

1:36:16

And, you know, it's really as part of the narrative that we want to hear from you about, you know, where you've been, where you are, know, where you want to go, and what your future might look like. So, I think all of that is fine. You know, few of us take a completely linear path from undergrad to grad school and beyond, and that's, that's all OK. I think it's just about being able to, you know, kind of explain your your choices and your options, and be able to demonstrate how these fit together.

1:36:53

We have some questions about the impact of coven, and how to discuss that in application materials and interviews. Maybe, specifically, about, like, missed opportunities, or opportunities that students expected. They might have, and couldn't.

1:37:06

And then, also, from the interview side, just how to sort of like explain that in, in an interview, or ask.

1:37:22

I will say that when I was interviewing, I asked about vaccine availability, when I was interviewing at an academic medical center, asked about sick leave policies. And I asked about flexibility. So, like, what if I get sick? Sick for two weeks with coven. What happens then? Segue, because it's still kind of shot a little bit, because I had laryngitis a few weeks ago like and I couldn't, as a therapist if you can't talk and you can't really do therapy. So I had to take two days off for that. So, it's like, what if other illnesses anytime for Cove, and how would that be handled?

1:38:03

Right, So I think things like that are all important things to ask about. Everyone's asking about those, you will not be alone. Those big group settings, when they do great questions with the director of the program, if states are doing that in their interview, that's a really great time to ask that as well, because other people are gonna have those questions too.

1:38:22

I'll say that we actually formally put on our website and as part of our application materials, certainly the previous two years, I guess it would have been, that we requested that applicants write in their cover letter how coded had impacted their training. Because we know, we have noted as a program that has resulted in significantly fewer particularly assessment hours and experiences.

1:38:48

So, and we're, you know, a pretty heavy assessment program and really look at assessment hours and experience and we didn't want to no punish, you know, applicants who had missed out on opportunities because of covert.

1:39:01

So, we, So I think, I, we may put it up there this year, as well. I mean, obviously, that's, you know, as the years go by, and there's more and more in person experiences, again, that, hopefully, will be less and less the case. But I would absolutely, I think, encourage you, if there are things that you really feel like, are our gaps in your Training because of coven?

1:39:20

Um, to talk about those and your cover letter and, you know, and kind of contextualize them for the reviewer.

1:39:29

I was actually in a forensic juvenile justice setting when probit like in March 2020. And they were like, I'm sorry, you can't come back at all. Like, I was going to stay there for another year. And so what I did is I calculated based on the work that I had done, they're, already the approximate loss of hours. The hours that I didn't get that I would have gotten. I'm gonna copy and paste that. I'm going to put that in the chat for everyone to see versus a lot of times.

1:39:59

Thanks.

1:40:00

Think I'll direct this to doctor ... first, and then anyone else who wants to talk about that.

1:40:06

We had a bunch of questions about, you know, what does it actually mean and how to sort of make a list based on, um, know, having some relevant experiences. But, obviously, having enough room where you haven't already done all of the experiences at that site. That would sort of make you not a good fit because you've already done so many things.

1:40:25

So if you could speak to that, Yeah, I mean, I think it's a good question of what is fit right? That's a Unmeasurable concept, I guess you could say. But I think, really.

1:40:38

As doctor Goldstein was saying too, we we want our program to be able to provide you with the things that you want to get in get to where you want to be right.

1:40:48

And so I had a friend who told me like, like if you go to an Italian restaurant and you order tacos, they're going to be like, well, we don't make tacos. But we guess we could put something together in the back for you thing.

1:41:03

But in the sense that, the another place may be like, Hey, we got great tacos, or here, he anatomy. And so it's, like, you want to go to a place that's going to give you the things that you want to get out of it, we're here. And We have what we have. But we can't make something we don't have.

1:41:18

And so this is about the fit because you should, you should get what you want out of it. It's really The fit is the interns are most happy when they're getting the experiences they want and that are going to help them. And I know we like happy interns. We want you to be happy here, and we want you to like, what? You're getting out of it, and it really is important.

1:41:38

More so, and again, it's hard to know at this stage, what you're gonna do much later in life, and I think, Tina, hit on it in the sense that it's not linear, which none of us have done a linear thing, And that's OK.

1:41:50

But that, if you have an idea, like, I want to be a child psychologist who does this, No, that's what you want to get out of internship, is to get those experiences that will get you to the postdoc.

1:42:02

Now, you can have had experiences and doing, working with, you know, a variety of different, know, things. You will have done them at the practical level and internship level. Even if you've done them before, this will be a step up. It's OK if you've done it before. We can still teach you things. You know? The whole idea is that we are able to see two things.

1:42:21

So, you know, I think part of interviewing is not to sell yourself, as I've already know everything, because, well, what do you need us for them, right. But the idea is that we're here. We we are in the positions we are in because we love teaching and we want to pee imparting information to you.

1:42:36

So, I think that's the most important thing, is to be able to Go to a place where you can be happy, and get the information, and the training that you need, or want in life. That's the whole idea.

1:42:49

I love your answer, Patty, I could not agree more, and I also, one thing that we talk about a lot here is, breadth of training versus depth of training. And so, I encourage people, when they're thinking about fit, and particularly when you're thinking about, you know, I've already had experience X, is that something I want to continue to do do more of? And the question for me is really about like, in terms of your training goals, Do you want more depth in a particular

area? So, for example, in Pediatric neuropsychology, you've already done a lot of it. And there's still more to gain what are those things, that's an example of someone who'd be going for deaths on Internship Right, that that would fit with their goals, as opposed to breadth, right? You've been doing pediatric neuropsychology for the past six years of your life. And, you recognize that.

1:43:42

You'd like to be also be able to treat, you know, kind of other common disorders. Do more CBT with youth. You know, you want to diversify some, this is your opportunity to do that. And so, then you might be looking for more breadth of opportunities, and then there are some internships that offer a lot of flexibility, where you can get breadth and depth. And so, I think that's some of where, when you're thinking really hard about what your goals are, what it is you want to get out of internship, that's where some of those questions about fit come in, is about breadth versus depth, because I think that's one of many ways that sites really differ in their training experiences, that pops out as making for a happy versus unhappy, in turn, If what they offer doesn't match with what you're looking for.

1:44:35

I guess I would just add that there's, There's no right answer. Right, It's all about the story that you tell. So, and I talk, you know, I talk to my interns about this all the time. Even about their fellowship applications and their job applications. But you don't know, fit does not mean that. you had all the same experiences or that you've had all these gaps that are now going to be filled. It can be, you know, any that's a spectrum and it can be anywhere on that spectrum. You know what, what, what it is you need or want out of your internship year, It just, you have to articulate it well, and it has to fit with what the site provides.

1:45:07

But other than that, it's not like better if you're looking for depth breadth or better. If you're looking for a site that matches your expertise versus fills gaps, you know, I think we're all, we all recognize that kind of differing needs of trainees at this point in development and are happy to accommodate all of those things as long as we can.

1:45:30

Thank you.

1:45:31

We had some questions about contacting site, current interns, directors before application season starts. We know that that's can be kind of common for applying to grad school. People will e-mail ahead of time. So, thoughts on that?

1:45:53

I mean, I guess I can jump in.

1:45:55

I think, you know, in general, I encourage people to read the application materials, read what we've put out there, and only if there are like, burning questions answered, then contact us. I mean, as you can imagine, we all probably got like 500 e-mails, and then our e-mail box every day, and so can just get really difficult to respond if we're, if we're receiving a lot of requests. And also, it doesn't look great if the question, you're asking, our questions that we've already answered, and our materials that are publicly available.

1:46:30

So, that, that would be my guidance as by all means, if there's like something really specific that isn't in the public materials that you really need to know, then then absolutely reach out. We're happy to answer those questions.

1:46:44

Awesome.

1:46:46

Then, through the process, unless you have a specific question like that, I would say, if you just are like kind of information gathering, maybe talking to people who, Instead of current interns, go to people who have been through the program. Spend a month or whatever talking to those people because you're gonna get to talk to the interns. You're gonna get to talk to the faculty and the energy process. So also like be wise with your time and things like that too and instead of, you know, talking to people that you're probably going to talk to you on interview day. Talk to that and get a chance to ask questions to and of course, every training director will tell you come back. If you do not get a question answered during the interview danced and on our materials. Please come and ask us. And I think that shows your interest in the program. If you do have a question, you still reach out after the interview. But, for that time in between, I would focus on, like, if your information gathering meet with people who have been through the program already, Meet talk, ask them about their experiences and things like that. Because that's also gonna help you when you go in to the interview. You might have follow-up questions you want to ask about certain rotations or certain aspects of the program.

1:47:53

Know, that can be really helpful so I'd say focus your energy on that during that time before you have the interview anyway.

1:47:59

I would say you don't have to make up a question to be seem interested. We know you're interested. You're applying, you know, that, that's totally reflected in your interest, in applying to the program, So don't feel like, because you sent a question, you know, has made you, that much better. You are, and you are good.

1:48:18

And we wanted to see you, and we're glad you're interested.

1:48:23

I think we have time for one more question.

1:48:26

I'll pose a question about interviews, because I know I'm, students, are concerned about a switch, Happy, but concerned about a switch to virtual interviews, and what might be missing from the in person experience? So, if anyone wants to share, just sort of like, how students can make the most of a virtual interview, on maybe asking certain specific questions in their time, like about supervision or about climate, or anything like that, you know, things that you want to share?

1:48:53

I will say that I'll go ahead, Kelly. On that, go ahead, because the location was important to me, I actually like contacted. Some of the cities that are applying for. Internship, I had never been to, or, and, like, I kind of asked around my personal like, social network, not even professionally, and, it's just like, does anybody know anyone who's lived here, right? And, we'll just talk to

them. about, like, what is it like to live there. because I want to have a personal life outside of my professional life on internship.

1:49:23

And, so I think, like, considering doing things like that, that's probably one of my best tips for that location piece, that we've, because you don't get to see the place where you're going. So it's a good, good thing to do.

1:49:38

I think that's great advice to ask about, you know, from current interns on interview day and faculty.

1:49:45

You know, about their experiences, living there, about the, you know, the work environment, you know, where their offices, what kind of buildings are then, if you're not able to be there. I know some sites have made videos and even some virtual tours, which can be really helpful. So certainly, you can inquire about that, too. I'm short of that.

1:50:09

I mean, I think in terms of the culture, I definitely have been pleasantly surprised by how much we're able to convey that.

1:50:19

And, and the applicants have also shared that and had a shared some of the data that, it's, it's actually far more personal than one might think an experience that we actually can get a pretty good feel for you. and you for us. And our relationships with. one another. And the environment. And the climate. And, it really has been, like, overwhelmingly positive on both sides, from all the training directors and applicants that I've spoken with. And the data suggest that to Oh, you know, certainly if after the interview, so, you still have concerns. We have had people ask if they could, you, know, come and visit leg. Or I'm going to be in Pittsburgh, physically in a couple of weeks, could I come by? You know, we don't expect that. And it's very rare that it does happen. Like, I said, because I think most people after the virtual interview day actually really do have a very clear sense of the site.

1:51:20

I definitely left my interview scaling that way.

1:51:22

And I kind of surprised me, too, but it really didn't feel as important after the interviews as I did before the interviews to be there physically.

1:51:34

We had that same experience. I remember when covert hit and we realized, we're gonna have to go virtual, we're all like, this is a disaster. Like, They're not going to have any idea who we are, and, you know, we really haven't had the exact same experience.

1:51:48

So, surprisingly, you know, wonderful and, and easy, and it's really easy to communicate, you know, on both sides.

1:51:56

I think one thing that code has taught us is that a lot of things we think wouldn't work actually good work.

1:52:07

Alright, well, thank you so much to our attendees and our wonderful panelists, with an amazing presentation, and so much great information. So, the huge resource for our student members, there'll be posted online, and we're just really grateful to be able to do this once a year.

1:52:23

Thank you, everyone, and for those that we might see at APA in person, we're super excited, and look forward to having this be a growing community. Thanks, everybody.

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