

Structured interview responses – using the CAMP / BARER / SPIES mnemonics

It can be helpful to practise using these three acronyms to create more structured responses to different types of interview questions.

CAMP Structured Answer – For background and motivation questions about WHY you have applied?

You might be asked, for example:

- *Can you talk us through your CV.*
- *What makes you think you are fit to become a consultant?*
- *Tell us why you want to join this trust.*

Clinical
Academic
Management
Personal

SPIES Structured Answer – For questions on difficult colleagues or ethical issues

Questions might look something like this:

- *You overhear a nurse talk about a registrar who was taking cocaine in a nightclub the previous weekend. How do you address the situation?*
- *One of your juniors keeps contradicting you in front of patients. What do you do?*

Seek Info
Patient Safety
Initiative
Escalate
Support

BARER - For questions requiring an example (Tell us about a time when...)

Here are some sample questions:

- *Tell us about a clinical mistake you have made.*
- *Could you describe a time when you led a team or project.*
- *Give an example where you have enhanced the efficiency of your department.*

Background
Action Taken
Reasoning
End Result
Reflection