

**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.*

<b>Clinical</b>
<b>Academic</b>
<b>Management</b>
<b>Personal</b>

**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?*

<b>Seek info</b>
<b>Patient Safety</b>
<b>Initiative</b>
<b>Escalate</b>
<b>Support</b>

**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.*
- *Describe a time when you led a team or project.*
- *Give an example where you have enhanced the efficiency of your department.*

<b>Background</b>
<b>Action taken</b>
<b>Reasoning</b>
<b>End Result</b>
<b>Reflection</b>