Tips and Tricks for Applying to Internship

Paul Ingram, Ph.D.

October 6th, 2021

Goals

1. Decrease match anxiety
2. Learn how sites differ in their wants
3. Develop understanding of "Fit"
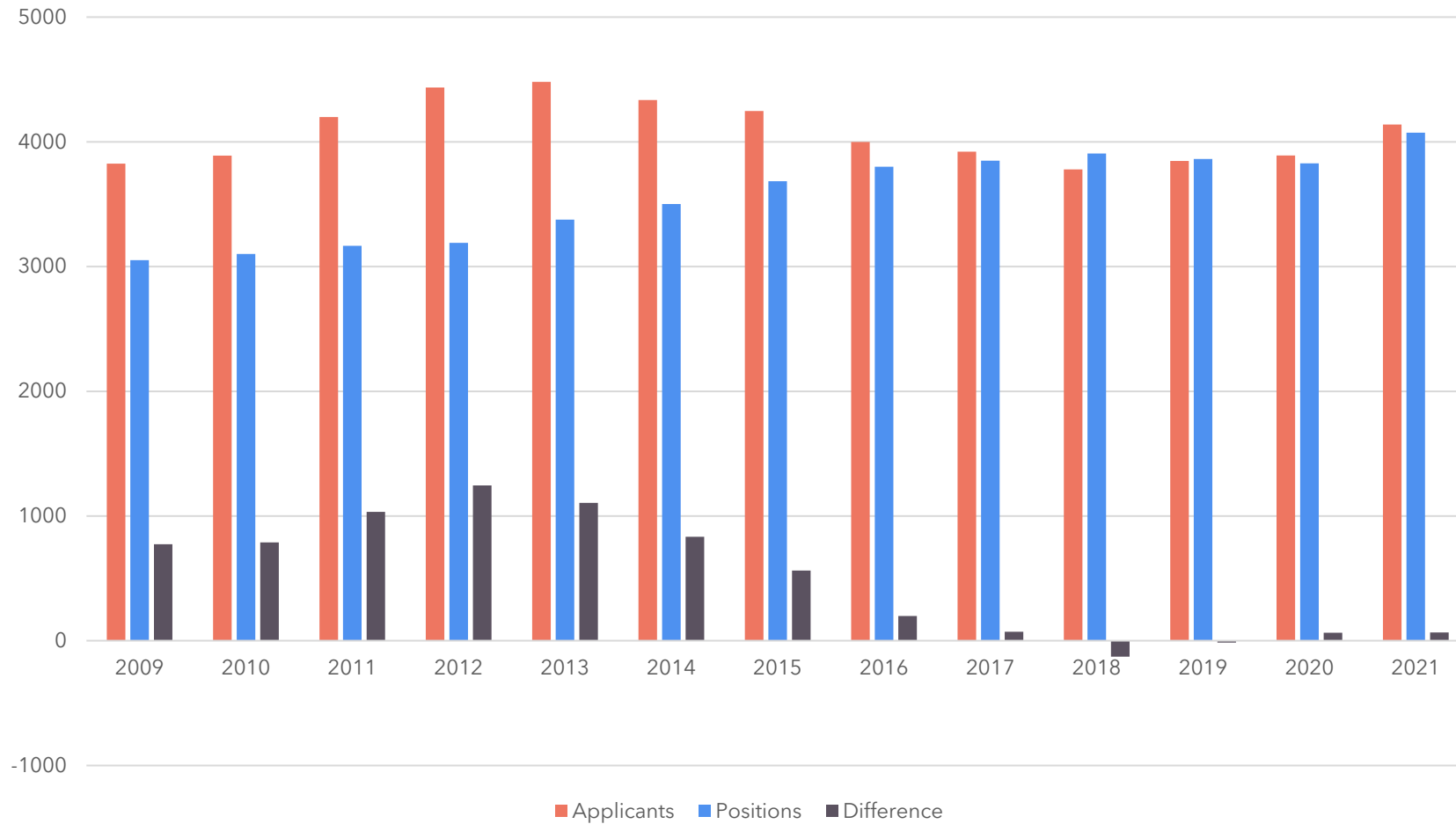4. Identify strategies to demonstrate fit

Then Q&A time

You are anxious because we are worried that we won't be successful.

BUT

Is the Anxiety Justified?

The Mis-'Match' is over **AND** has been for a while

Legend: ■ Applicants ■ Positions ■ Difference

You are living in the Academic Bubble

What does the academic bubble mean?

#1 You are used to thinking that application leads to failure

#2 The zeitgeist of mismatch isn't gone, even if the problem is

#3 There is more diversity of sites and needs than you have had exposure to in your program

85% of you will get your top 3 sites

AND

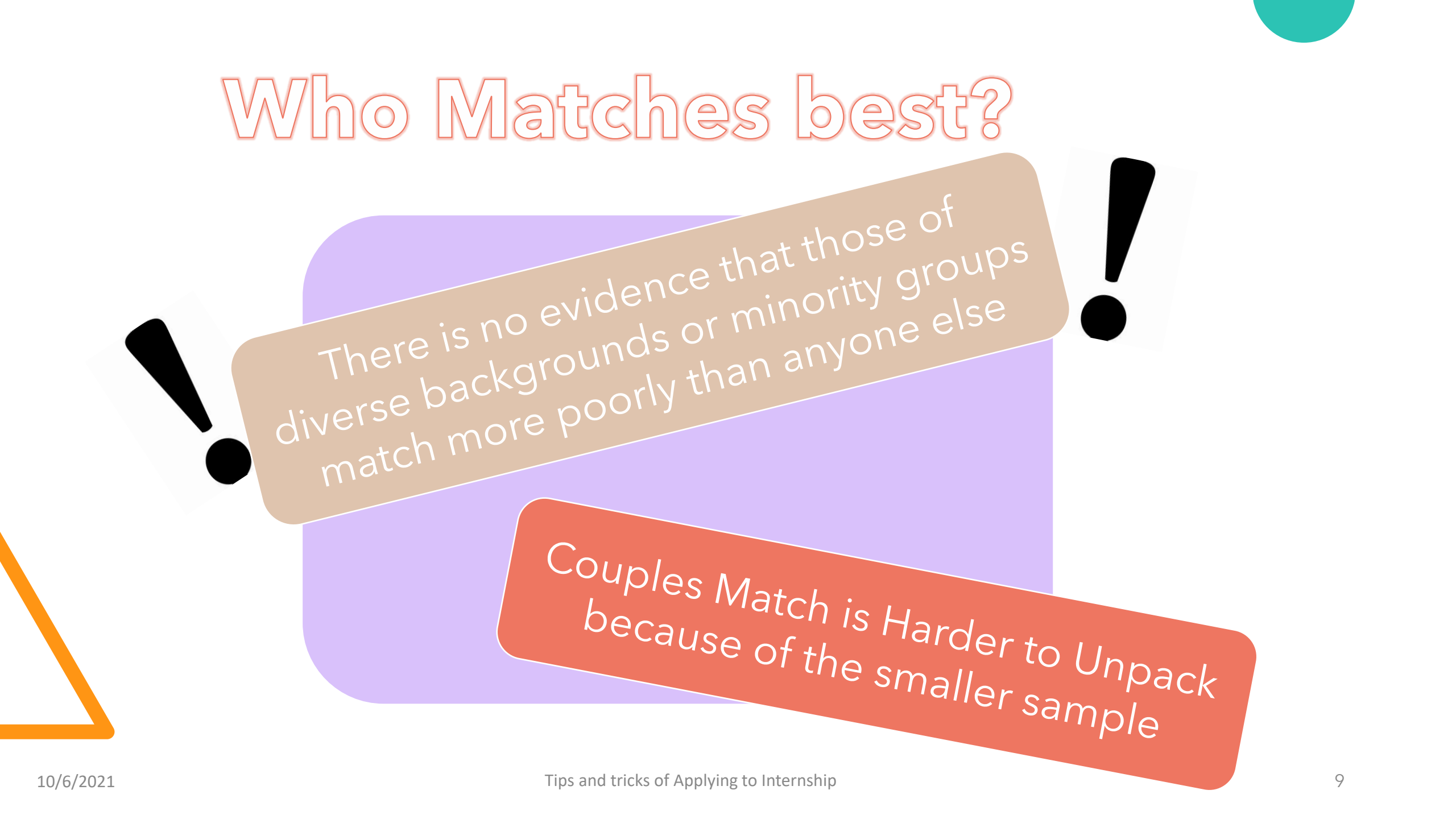99.9% of you will find that some sites are hard to rank differently

AND

You will be satisfied

Match 2 ≠ Bad

Tips and tricks of Applying to Internship

Who Matches best?

There is no evidence that those of diverse backgrounds or minority groups match more poorly than anyone else

Couples Match is Harder to Unpack because of the smaller sample

What do you want from me?!

Therapy Hours
Diagnosis Experience
Clear Training Goals
Research Essay
Supervision Hours

Professional Affiliations
Good Program Reputation
Diversity Essay
Career in the setting
Publications
"FIT"
Clear Training Goals
Research Essay

Community outreach

What do you wa[nt from me]?!

An Examination of Inclusion and Exclusion Criteria [in the] Internship Selection Process

Ross W. Ginkel, Shawn E. Davis, and Paul G. M[...]
Pacific University

A number of studies have examined factors that influence an individual being [...]
internship position such as practicum experience, the interview, the type [...]
and letters of recommendation. Rodolfa et al. (1999), for example, detail[ed]
criteria used in the internship selection process. The current stud[...]
changes in these criteria from the time of [...]
remained influential to th[...]

Internship Selectio[n]

Emil R. Rodolfa, Ri[...]

WILEY

[...]sion and Exclusion Criteria

Copyright 1999 by the American Ps[...]

[...]l, Sukhvender Nijjer, Dao Q. Nguyen,
[...]ori Perrin
Davis

RESEARCH ARTICLE

Applicant factors contributing to interview selection, ranking determination, and judgement of "Fit" among health service psychology internship training programs

Paul B. Ingram[1,2] | Becca K. Bergquist[1] | Joseph M. Currin[3] |
Adam T. Schmidt[1]

[...]ok for to select or exclude you from
[...]nd inclusion criteria used at 402
[...] (APA). The 249 respondents
[...] important inclusion criteria.
[...] doctoral program, poor fit
[...]ourse work) were most

Across the Board…

#1   They want you to "Fit"
#2   Therapy hours
#3   Did I mention "Fit"?

Lowest on the list overall? Publications and research

Not Everywhere is the same

BUT

Differences within are greater than the differences between

Psychological Assessment & Integrative Reports

↓ University Counseling Centers

↑ Medical Centers, Veteran Affairs, Psychiatric Hospitals

Letters of Reference

↓ Over time, across all sites

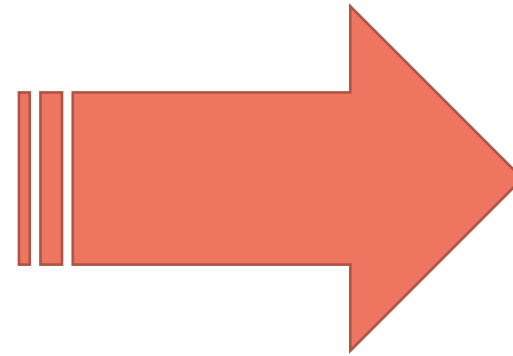# Research Products and Experience*

↓ University Counseling Centers

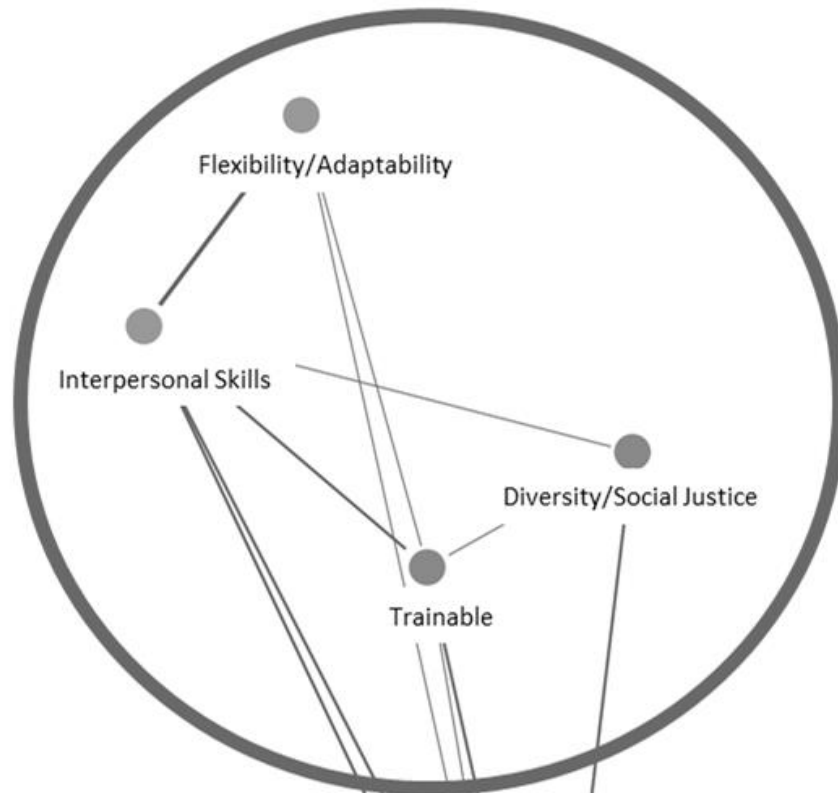↑ Medical Centers, Veteran Affairs, Psychiatric Hospitals

There are some stumbling blocks for certain sites because of what they care about most.
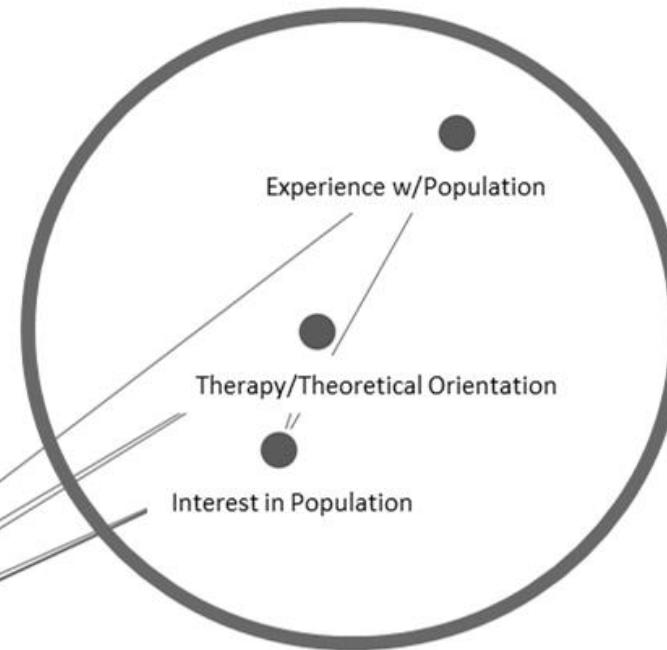
Assessment hours

Research

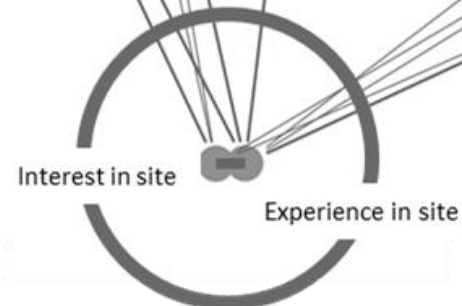Start early on gathering these experiences

Applicant Characteristics

Flexibility/Adaptability

Interpersonal Skills

Diversity/Social Justice

Trainable

Treatment Characteristics

Experience w/Population

Therapy/Theoretical Orientation

Interest in Population

Interest in site

Experience in site

Site Characteristics

Applicant Characteristics
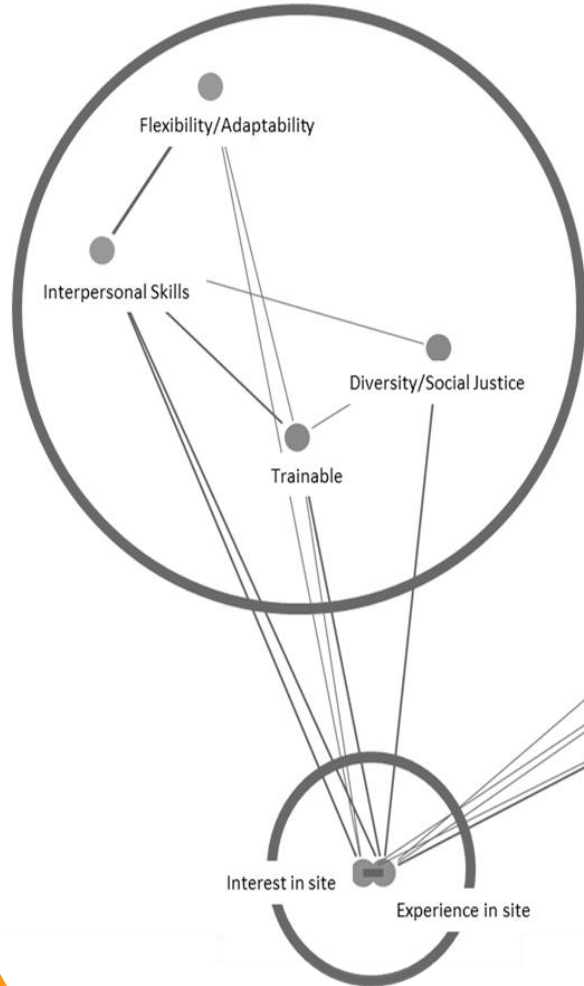
Cover Letter

Diversity Essay

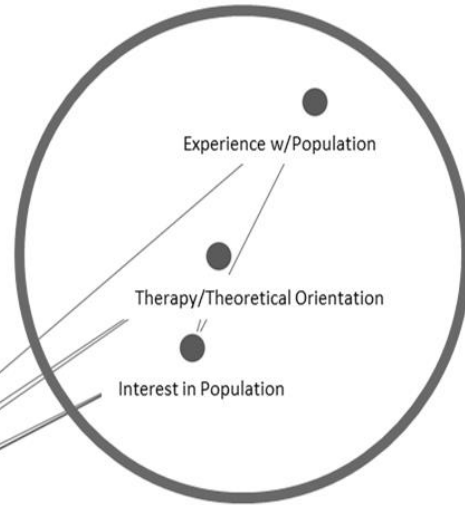Diversity Essay

Research Essay

Theoretical Orientation Essay

Experience in site

Characteristics

Population

Applicant Characteristics → UCC, Community MH, Academic Health

Treatment Characteristics → This is never 'wrong'

Site Characteristics → VA, Medical Settings, Child Sites

TABLE 2 Theme clusters across internships sites

Site type/site group	Treatment characteristics % Of responses	n	Applicant characteristics % Of responses	n	Site characteristics % Of responses	n	Total N
University Counseling Center	9	10.3%	49	56.3%	29	33.3%	87
Veterans Administration Medical Center	22	32.8%	12	17.9%	33	49.3%	67
Community site	23	36.5%	23	36.5%	17	27.0%	63
Community Mental Health Centers	19	37.3%	20	39.2%	12	23.5%	51
Community Health Centers	4	33.3%	3	25.0%	5	41.2%	12
Medical settings	8	21.6%	13	35.1%	16	43.2%	37
Academic Health Centers	5	17.9%	12	42.9%	11	39.2%	28
Medical Schools	2	28.6%	1	14.3%	4	57.1%	7
General Hospitals	1	50.0%	0	-	1	50.0%	2
Psychiatric hospital	8	27.6%	8	27.6%	13	44.8%	29
State/Public Hospitals	8	32.0%	6	24.0%	11	44.0%	25
Private Psychiatric Hospitals	0	-	2	50.0%	2	50.0%	4
Child-focused site	10	35.7%	6	21.4%	12	42.9%	28
Child/Adolescent/ Pediatric Centers	9	36.0%	6	24.0%	10	40.0%	25
School Districts	1	33.3%	0	-	2	66.7%	3
Other types	4	12.5%	17	53.1%	11	34.4%	32
Prisons/Correctional Facilities	1	20.0%	1	20.0%	3	60.0%	5
Private Outpatient Clinics	0	-	4	80.0%	1	20.0%	5
Consortiums	3	17.6%	7	41.1%	7	41.1%	17
Psychology Departments	0	-	3	100%	0	-	3
Armed Forces Medical Centers	0	-	2	100%	0	-	2

Note: % of responses is the portion of qualitative codes from training directors in a given APPIC site type that fell into a specific response theme (e.g., a total of 87 codes were generated from University Counseling Center Training Directors and 33.3% of those refer to site characteristics). Bolded terms represent the 7 analyzed site type groups.

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Cluster and emphasize it accordingly.

Ingram, P.B., Bergquist, B.K., Currin, J.M., & Schmidt, A.T. (In Press). Applicant Factors contributing to Interview Selection, Ranking Determination, and Judgement of "Fit" Among Health Service Psychology Internship Training Programs. Journal of Clinical Psychology, https://doi.org/10.1002/jclp.23194

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Psych						3	
Armed					0	-	2

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Remember: Your cover letter is the 'catch all' to demonstrate traits you don't cover elsewhere or want to cover more.

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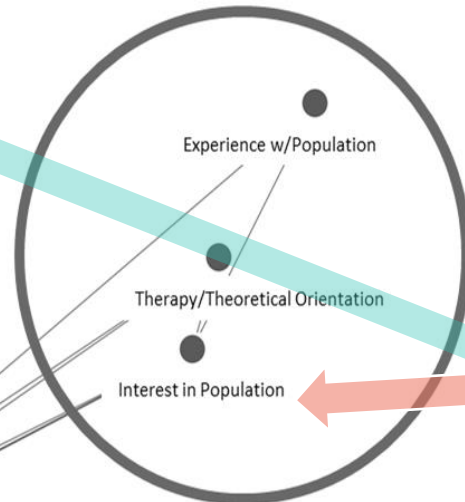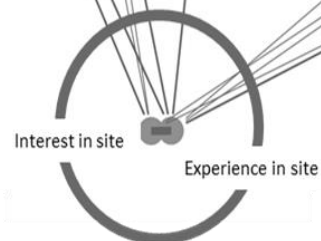
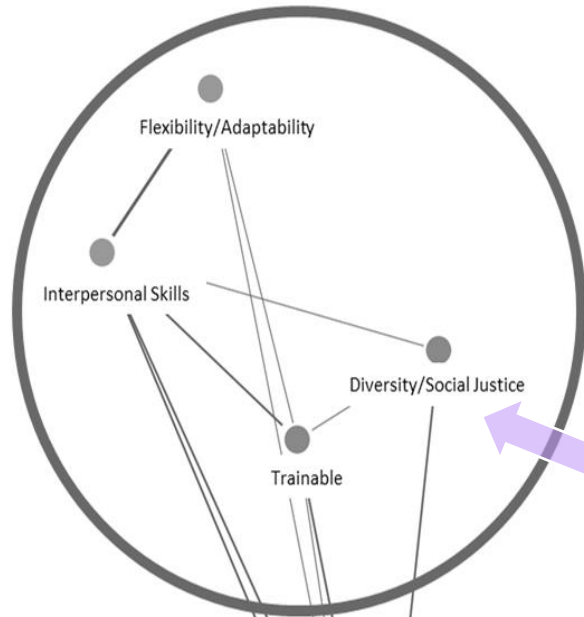# Essay 1: Autobiographic

Write this **last**

What didn't you say in the others that you need to say to show you "fit"
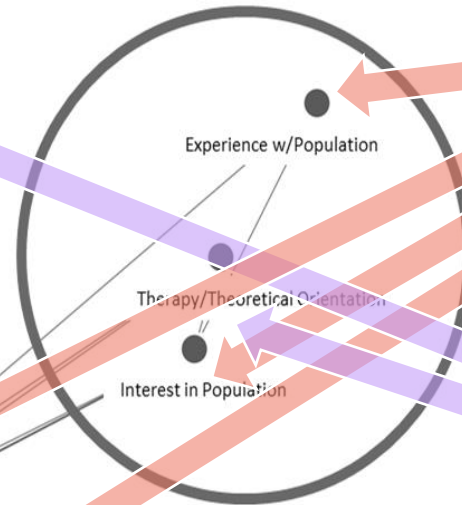 A passion for who they serve?

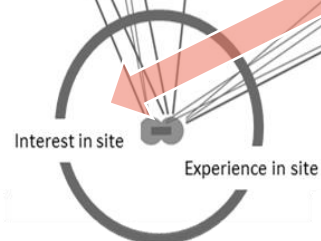 A desire to promote social justice values?

Prior work in that type of site?

Applicant Characteristics
- Flexibility/Adaptability
- Interpersonal Skills
- Diversity/Social Justice
- Trainable

Treatment Characteristics
- Experience w/Population
- Therapy/Theoretical Orientation
- Interest in Population

Site Characteristics
- Interest in site
- Experience in site

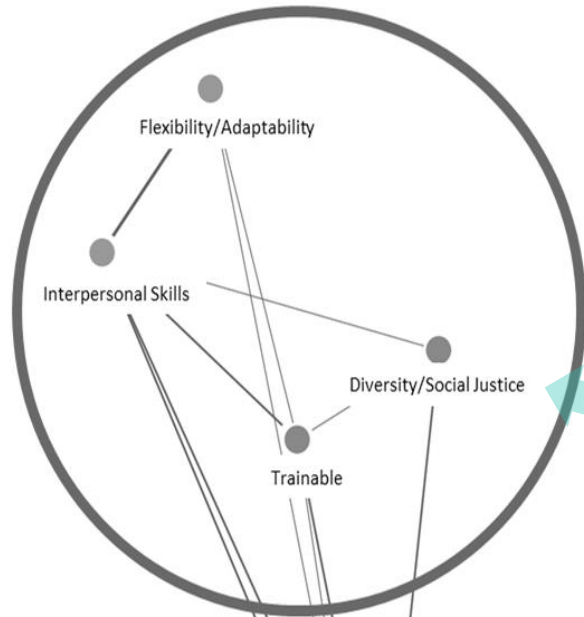# Essay 2:Orientation

Giving a client example?

YES PLEASE!

Pick wisely!

What did you *do* with the client?

OR

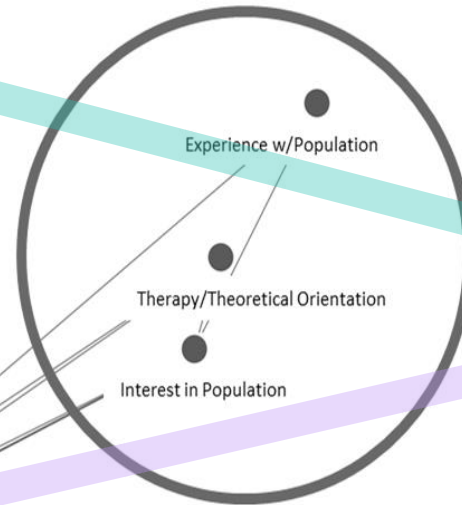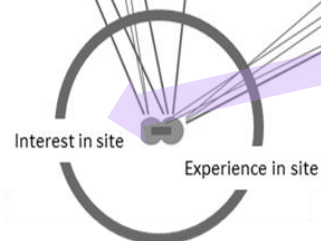what did you consider in your conceptualization?

Applicant Characteristics

- Flexibility/Adaptability
- Interpersonal Skills
- Diversity/Social Justice
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Treatment Characteristics

- Experience w/Population
- Therapy/Theoretical Orientation
- Interest in Population

Site Characteristics

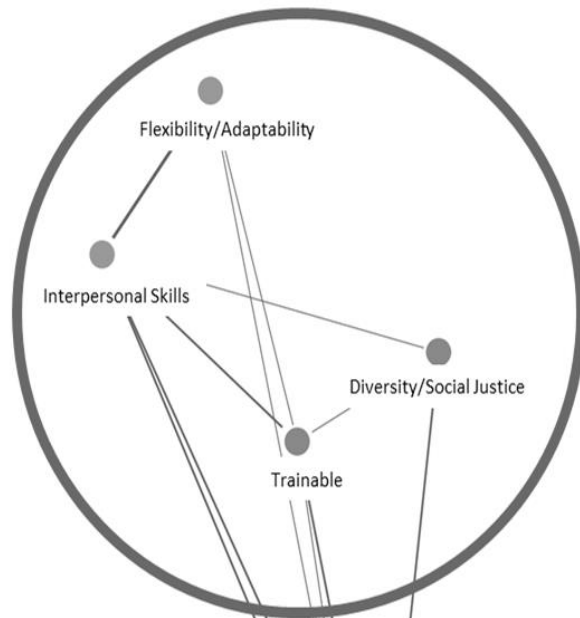- Interest in site
- Experience in site
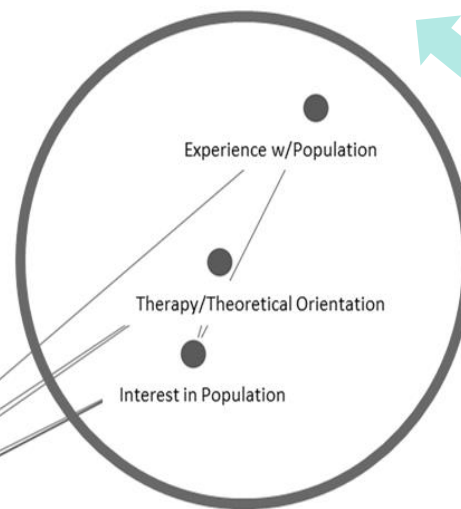
Essay 3: Diversity

How has your knowledge of the diversity concerns within their setting make you better at treatment?

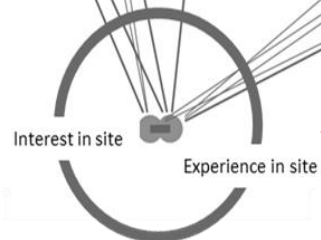Why does your value fit their social justice values?

Essay 4: Research

Applicant Characteristics
- Flexibility/Adaptability
- Interpersonal Skills
- Diversity/Social Justice
- Trainable

Treatment Characteristics
- Experience w/Population
- Therapy/Theoretical Orientation
- Interest in Population

Site Characteristics
- Interest in site
- Experience in site

How much you published matters less than how the publications relate to your interest in the site

Treatment research can highlight this area

Do the results speak to what you'll be doing?

Broadly, is the topic relatable to another area?

Ask yourself, have you demonstrated:

Personal characteristics *(Personality, Values)*

Treatment Characteristics (*Orientation, Population Exp*)

Site Characteristics *(How career goals are met with that site)*

I got an interview, but I'm not good enough **=** WRONG

Tips and tricks of Applying to Internship

Take home

Be smart
Be specific
Be Intentional

Not Anxious

Tips and tricks of Applying to Internship

Questions?

Tips and tricks of Applying to Internship

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  - *Postdoc Prep*
  - Presenter: Dr. Wayne Siegel

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