



## INTERVIEW QUESTIONS

**Note:** There is some debate about the effectiveness of interviews in predicting job performance. Much of the research indicates that *unstructured* job interviews are ineffective. On the other hand, *structured* interviews have been found to be one of the most effective job selection techniques.

In structured interviews, applicants are asked to respond to the same set of questions and their answers are rated on a standard scale. While the development of a standard scale for rating would involve the participation of experts, a common set of questions that are structured to elicit information about past behavior (as opposed to questions designed to elicit information about how an applicant would respond in a hypothetical situation) relevant to Medical Staff appointment can be useful.

When an applicant is asked to respond to questions about past behavior, there is less opportunity to provide a response that is not capable of being verified. Accordingly, many of the questions below are drafted to obtain information about past behavior. We have also included inquiries which are designed to produce responses on whether the applicant's views and practice style are consistent with the medical staff and hospital's culture.

- Q:** Why did you get into medicine/become a physician?
- Q:** Tell us about your experience working as a physician.
- Q:** Why did you leave your last job/hospital?
- Q:** What attracts you to this hospital/why are you interested in working here?
- Q:** What attributes will you bring to the hospital?
- Q:** What are your goals and objectives at the hospital?
- Q:** Where do you see yourself in ten years?
- Q:** [Describe the medical staff's culture and then], why do you think you would be a good fit here?

# CREDENTIALING FOR EXCELLENCE

- Q: How do you evaluate your performance as a physician?
- Q: How do you expect others to evaluate your performance as a physician?
- Q: Tell us about a time in which a case of yours was reviewed through the peer review process and how you participated/responded.
- Q: During your career as a physician, tell us about a time when you were asked to perform a task you didn't know how to do and how you responded to that request.
- Q: Describe a situation in which you were asked to do something beyond your established responsibilities (e.g., service on medical staff committee, fill in a call coverage gap) and tell us how you responded.
- Q: How do you earn a patient's trust?
- Q: Tell us how you handled a situation in which a patient questioned your recommendation based on something he/she researched on the internet.
- Q: What frustrates you the most?
- Q: We currently use [type of EMR] at the hospital. Tell us about your experience with this program.
- Q: Tell us about a time when you witnessed patient safety being compromised and how you handled it.
- Q: Tell me about a time when you had a conflict with another physician and how you dealt with that conflict.
- Q: What role do you see the nursing staff playing in patient care in the hospital?
- Q: What are your expectations of nursing staff?
- Q: Our hospital has been working on improving [relevant issue]. How would you contribute to us improving in this area?
- Q: How do you feel about medical staff leadership and/or service on medical staff committees?
- Q: How have you participated in medical staff affairs in the past?
- Q: What role do you see the medical staff playing in hospital affairs?
- Q: What role do you see the hospital administration playing in medical staff affairs?
- Q: Are work/life balance issues important to you? How do you maintain work/life balance?

# CREDENTIALING FOR EXCELLENCE

**Q:** Which individuals have influenced your physician style the most and in what ways?

**Q:** What questions do you have for us?