

Identify, Interview & Succeed

Whether you are a resident, practicing physician, nurse practitioner or physician assistant, it is important to *identify* your perfect opportunity both personally and professionally, represent yourself in the best light possible during the *interview* process and to do everything you can to thrive and *succeed* in your career.

Here are some recommendations for a successful interview:

#1. Be prepared

- Be on time - actually it is better to be early
- Dress professionally, a dark suit is recommended
- Bring clean extra copies of your resume along with a list of references
- If appropriate in your specific field, bring published samples of your work
- Turn off your cell phone

#2. Do your homework

- Who is the interviewer? What is his or her background?
- Do they have the authority/power to answer questions definitely?
- What will the interviewer likely look for and focus on?
- Learn as much as you can about the organization before the interview

#3. Ask questions

- Come with a list of questions you have prepared
- What are the organizations goals and priorities for this position?
- What is the work environment like?
- What is your biggest challenge with managing the staff and patient expectations?
- Try to avoid questions that have a simple yes or no answer
- Make sure you DO NOT bring up salary in the first interview

#4. Be yourself

- Act naturally
- Be confident, but DO NOT display arrogance
- Have a sense of humor, but don't be a comedian

#5. When answering interviewer's questions...

- Be positive about yourself, your current employer, and your career
- Answer questions in a reasonable amount of time – don't "babble on"

#6. Bringing it all to a close...

- Ask if there are other candidates
- Ask about next steps
- Express your level of genuine interest in the position - ASK FOR THE JOB!
- Thank the interviewer for their time
- Use a firm handshake to close the interview

#7. Send a thank you note!

- Write and send on the day of or day after the interview (it should express your interest in the position and reiterate what you can bring to the organization)

Common Interview Questions

- How would you describe yourself?
- What are some of your weaknesses? Strengths?
- How would your patients describe you?
- Describe a difficult situation in the workplace that you have dealt with in the past and explain to me how you handled it.
- What would you do if someone you were working with was not picking up as many patients as you?
- What would you do if you saw another physician doing something you thought was harmful to a patient? What about unethical?
- Why would you like to work at a community hospital? Why would you like an academic position? A fellowship?
- What would a person who likes you the least say about you?
- What would a person who likes you the most say about you?
- What is your ideal job?
- Why should we hire you? What can you offer us?
- Where do you see yourself in 5 years? 10 years?
- Tell me about a time you made a mistake and how you rectified it.
- Tell me about an accomplishment you are most proud of.