



# You Only Get One Chance: The Interview

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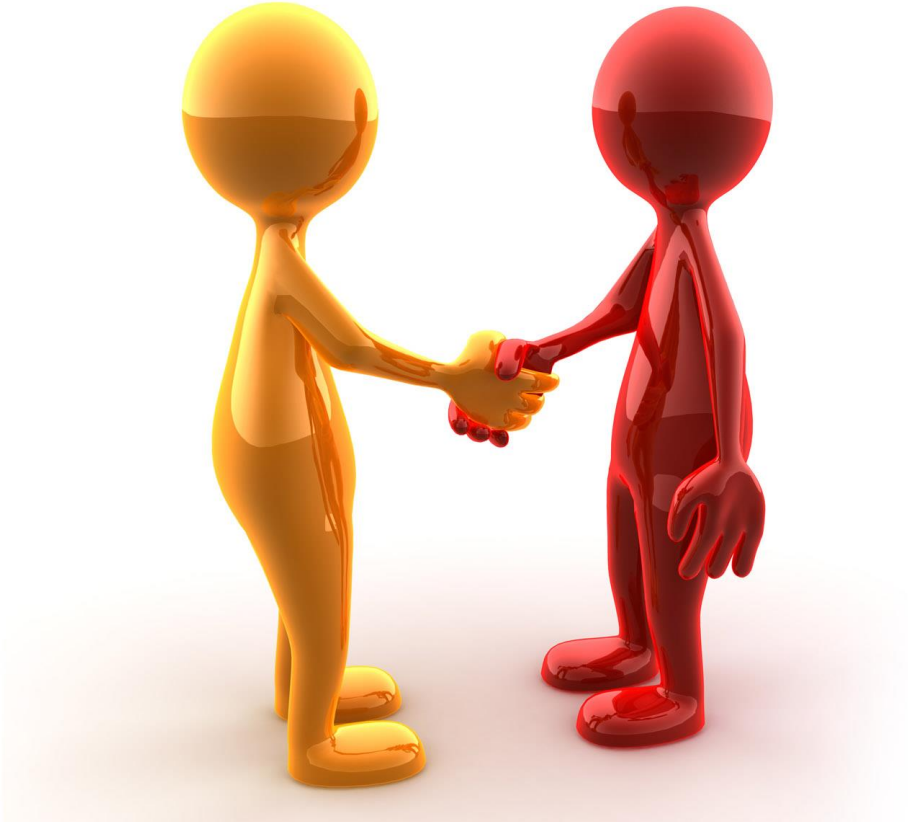
# Objectives

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- Identify four key factors that are important to understand about the questions you should ask during a practice interview
- Develop a short list of questions to efficiently and consistently gather necessary information during the practice interview
- Describe the types of questions that may be asked of an interview candidate by a potential employer

# Getting to know your speaker

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ARE  
YOU  
READY?

A 3D rendered graphic featuring the text 'ARE YOU READY?' in a bold, sans-serif font. The letters are light gray with a bright cyan blue shadow cast on their right side, giving them a three-dimensional appearance. A large, stylized question mark is positioned to the right of the text, also in the same color scheme. The entire graphic is set against a white background and is reflected on a white surface below it, creating a subtle shadow.

# Getting that first job !

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# Before the Interview

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- Do your research – they probably have a website !
- Have some prepared questions
- Complete a mock practice interview
- **Have someone proof your CV ! ! !**

# A bad move

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## Current employment

Family Medicine residency, 2011 – 2013

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## Anticipated graduation 2014

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## Education

XYZ Medical School 1948-1988

## A very bad move

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Hello and Disagree

I 100% disagree and think you should re-look at my resume as I think someone made a mistake. **JUST BECAUSE I HAVE MORE SKILL AND LEADERSHIP AND KNOWLEDGE THEN A REGULAR PRIMARY CARE PHYSICIANS IS PRECISELY WHY I SHOULD BE STRONGLY CONSIDERD FOR THIS POSITION. I HAVE MORE TO OFFER THAN ALMOST ANYONE.**

**...WHY SHOULD I PAY THE PRICE BECAUSE I HAVE MORE ON MY RESUME.**



# Such a bad move, I am speechless

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## Personal Interests

Advancing the male agenda to strengthen their presence in society as the dominant members of the species...

# Clean up social media !!!



## On the Day of the Interview

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- Appropriate dress
- Arrive early
- Avoid being in a rush
- What you do is as important as what you say
- “Check your tech” at the door
- Take notes, but not too many
  
- A word on body art



Be the person you want them to know...



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## Quick Quiz

# WHO WILL INTERVIEW YOU?

## Quick Quiz: Who interviews you?

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- Secretary: schedules the interview
- Recruiting Assistant: meets you at the entrance
- Tour Guide: Shows you the campus
- Physician panel: Asking questions about why you should be their choice
- Recruiting Assistant: calls you back with results

# Key Factors to Assess at each Practice Interview

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- A. Autonomy
- B. Finance
- C. Support
- D. Satisfaction (Happiness)

# What Do I Ask?

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## A. Practice Related: “Autonomy”

Who Governs, Who Leads, and How?

Where do physicians fit into the leadership of the organization?

What are the values of the organization?



# What Do I Ask?

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## B. Employment Related: “Finances”

How am I paid?

What is the organization’s financial position?

What is the organization’s market share and how is the competition?

# What Do I Ask?

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## C. Resource Related: “Support”

What is the staff/allied health staff turnover?

What is the office space, operating room space, equipment, and support staff situation for my position?

What procedures are performed in the practice?

How are Advanced Practice Clinicians ( ARNPs, PAs) part of the practice?

# What Do I Ask?

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## D. Satisfaction (“Happiness”)

Describe the internal and external politics.

How satisfied are the physicians? How satisfied are the allied health staff?

Are there expectations or recommendations regarding community involvement?

# What Do They Ask?

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- Why did you chose to apply to our practice? What attracts you to our practice?
- What will you bring to our practice that will enhance our ability to market this practice?
  - **Examples:** specific research interests, specific procedural skills, specific educational or career goals, specialized training in medicine or another field (informatics, etc)

# What Do They Ask?

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- “Describe a situation where.....or describe how you handled a situation that involved.....”
- Characteristics:
  - team player
  - leadership abilities
  - flexibility
  - patience
  - caring
  - ability to see the “big picture”

# What Do We Ask?

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- Spouse/Significant Other/Family concerns are an important aspect to consider during the interview process:
  - Career interests
  - Housing
  - Recreation
  - Schools
  - Community Resources

# What do we NOT do...?

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## How important is the money?

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- The top 5 most satisfying facts about practice:

Patient relationships	37%
Protecting/promoting health	32%
Intellectual Stimulation	19%
Financial Rewards	5%
Interacting with colleagues	3%

Deloitte 2013 Survey of U.S. Physicians



## After the interview

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- Thank them for taking the time to consider you
- Send a thank you note(s)
- Don't send gift cards !!!
- Respectfully follow-up

## Disclaimer

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- Dr. Presutti is not a financial counselor, lawyer or priest and he did not stay at a Holiday Inn Express last night
- Get official legal and financial planning advice!

## Some advice for the new physician

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- Manage your debt
  - A new Porsche doesn't mean you're a better physician
- Manage your life
  - No one wants to see an unhappy physician
- Manage your risk
  - Don't go into situations without advice, counsel, planning

# Summary

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- Medicine is a great profession
- Physician need is great
- Who is on the healthcare team is changing
- Be the author of your own book
- Get advice
- Most physicians will relocate within the first 5 years of practice

## Reference

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Making your best first impression

J Presutti, Kircher

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