

## Physician Recruitment-Sample Interview Questions

Prepared by: Laura Screeney, CMSR

1. How did you learn about this opportunity with XYZ Health Center?
2. How much do you know about us?

---

3. Why are you interested in our opportunity?
4. Why are you interested in town, community? How well do you know the area?
5. What are you looking for in an opportunity as it pertains to community, quality of life, quality of practice, financial rewards, practice style, etc.?
6. Why are you choosing to make a change at this time?
7. Have you looked at any practice opportunities to date?
8. What type of practice opportunity would entice you?
9. When are you available?
10. What are some of your long term professional goals?
11. What are some of your recent professional achievements?
12. Why are you interested in working in a "managed care" environment?
13. Tell me about your current practice and work schedule:
  - a. Number of patients seen per hour? Day?
  - b. What time allotments do you currently offer your patients?
  - c. What are the demographics of your current practice?
  - d. What procedures are you comfortable performing?
  - e. Work team? Physicians? Nurses? PA's, NP's? Other support staff?
  - f. How do you rate in patient satisfaction?
14. What do you like best about your current practice?
15. What would you like to change or improve?
16. What have you done in this regard?
17. How do you go about influencing someone to accept your ideas?

## Physician Recruitment-Sample Interview Questions

Prepared by: Laura Screeney, CMSR

18. If interviewing a resident:

- a. Tell me about your residency program.
- b. Why did you choose your specialty?
- c. What did (do) you like best about your program?
- d. What did (do) you like the least?
- e. What would you change?

19. Specialty board certifications? Any special areas of interest? Procedures?

20. Can you tell me about your management experience? Do you, or have you supervised staff? How would they describe you?

21. Tell me about a time when you had to deal with a challenging management issue?

22. How would one of your patients describe you?

23. How would your colleagues describe you?

24. Tell me about a time when you had a non-compliant patient; how did you handle it?

25. Talk to me about a time when you dealt with an anxious parent.

26. Describe a situation when you had to deal with an angry patient; how did you handle it?

27. What is your definition of a "good doctor"?

28. Is there anything that is important in regards to your decision making process that we have not covered?

29. Any questions for me?