

Special Report

Example Interview Questions

for Management Candidates



Make Decisions, Resolve Conflict, Move Forward



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When physicians interview a candidate, they are often at a loss for what to ask and probe for. The following might help the physicians prepare for interviews with candidates.

The candidates you are seeing may or may not have been actively seeking another position. Accordingly, we suggest that you not ask questions such as “why are you looking for a job?”

Also remember that the candidates you are seeing should meet the criteria you developed at the beginning of the search. The goal of an interview is for you to become knowledgeable about their personality, and make an assessment of whether they would work well with your group.

The following are only examples of possible questions. Please do not feel that you must ask all of them.

1. What initially attracted you to the healthcare field?
2. In your current or most recent position, what did you find most stimulating and satisfying? What aspects, on a relative basis, did you care for less?
3. What did you learn about yourself on that job?
4. How would your subordinates describe you? What qualities would they be likely to point to?



5. Recognizing the differences between the clinical and administrative worlds, how have you worked with physicians in the past to effectively achieve the goals of the organization?
 6. Tell me about your major accomplishments in your most recent position?
 7. What are some of the things which you might have done less well, things which perhaps pointed to the opportunity for further development?
 8. Looking back over your professional career, what would you say were the most important ways in which you have changed in that time?
 9. What are your thoughts about the future?
 10. What is there about this position that appeals to you?
 11. Looking over all the areas which we've covered, what would you say would represent your strongest single asset?
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As you might expect, our knowledge in this area is based on the fact that Latham Consulting Group has provided **Executive Search Services** to many medical groups. If we can provide assistance or answer any questions you might have, please contact us at 704/365-8889.