

# PREPARING FOR AN INTERVIEW: A GUIDE FOR PHYSICIANS & ADVANCED PRACTICE CLINICIANS



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**CARMELYN VEDAR**  
**RESIDENCY OUTREACH MANAGER**  
**CFG HEALTH NETWORK**

## COMMON INTERVIEW QUESTIONS FOR PHYSICIANS

By: Carmelyn Vedar

I have been a Physician Recruiter for over 15 years. In this span, I have met many great Physicians, PA's and NP's of various specialties. I remember how nervous I was at the start of my career, being very intimidated working with clinicians.

However, I also began to notice how challenging the interview process was for my candidates as well. I quickly realized how valuable I could be for them as they start their career with a new company. I just had to remember – I am a tulip in a rose garden.



## TOP 10 INTERVIEW QUESTIONS:

I would spend my time getting to know my candidates over the phone and then eventually meeting them in person on the day of their first hospital interview. I knew my presence at their interview was helpful to my candidates. I am familiar. I am their advocate. I enjoy giving my candidates a “heads up” on what to expect – department layout, quirky personalities, scheduling expectations, etc. I would sit in the interview room with my candidates as they met various members of the hospital team. Candidates usually meet with the Medical Director, Nurse Manager, and some members of the C-suite. During this time, I was able to compile some common interview questions that candidates can use to prepare.

1. Tell me about yourself.
2. Why did you choose your specialty?
3. What are your interests outside of medicine?
4. What brings you to the area and how long do you plan to stay?
5. Do you see yourself in a leadership role?
6. What are your scheduling restrictions?
7. Tell me about your residency training.
8. How does your partner feel about living in this area?
9. What would your Medical Director/Program Director/Nursing staff say about you?
10. What are your salary expectations?



**“I ENJOY GIVING MY CANDIDATES A “HEADS UP” ON WHAT TO EXPECT – DEPARTMENT LAYOUT, QUIRKY PERSONALITIES, SCHEDULING EXPECTATIONS, ETC.”**

## CHARACTER TRAITS FOR A SUCCESSFUL INTERVIEW

For me, every candidate I've met has given me a lesson I've taken and used to improve in my recruitment role. There are some candidates who exhibited certain traits that I knew would give them a long successful career (wherever they choose to practice).

**Carmelyn Vedar**  
**Residency Outreach Manager**  
**CFG Health Network**  
**Cell: 215-681-5280**  
**cvedar@cfgpc.com**  
**www.cfghealthnetwork.com**



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### **Here are some characteristics for a successful interview:**

**Do your homework:** Know who you'll be meeting with. Know the salary range in the area and for this particular position. Know the pros and cons of the position and ask about it.

#### **Demonstrate loyalty and a good work ethic:**

Discuss something in your career/past experience that that you had a passion for. Be prepared to show how a past or current passion can translate to a loyal and hardworking employee.

**Be well rested:** Make sure you get enough rest before attending an interview. I've seen candidates who come to an interview and are yawning the entire time because they are coming straight from an overnight shift. Remember that your demeanor will set the tone. Come alert. When you can maintain good eye contact, it shows your interest in the position.

**Dress professional:** Yes, I've seen candidates come to interviews in a t-shirt and sandals. Dress well. Dressing like a professional will not only make you look put together, but it will give you a confidence boost.

These are some tips I hope you find valuable. Remember that whatever specialty you are in, no matter how long (or short) you've been practicing – you are needed and anyone would be lucky to have you. **Be kind. Be grateful. And be the best version of yourself!**