



Clinical Interview Questions

Candidate Qualities:

1) *Determined/Growth Mindset:*

1st Interview: Could you tell me about a time when a patient you were treating wasn't improving like you thought they should be?

2nd Interview: Could you tell me about what courses/CEUs you have attended/taken over the past year?

Comments:

2) *Selfless/Understanding:*

1st Interview: Could you tell me about a time when a coworker or classmate was going through a challenging situation. What happened and what did you do?

2nd Interview: What does the optimal blend of work and life outside of work look like to you?

Comments:

3) *Accountable:*

1st Interview: Who was your last CI? (This is important: *ask them to spell it, and write it down*)
When I talk to her/him, what will he/she say is your biggest weakness?

2nd Interview: Name a mistake you have made as a clinician and what you learned from it.

Comments:



4) *Open-minded:*

1st Interview: How was your relationship with your last CI/boss? What is one thing you could have done to change that relationship?

2nd Interview: Has a patient ever become upset or cried during your PT session? How did it make you feel?

Comments:

5) *Positive/Fun-loving:*

1st Interview: Describe the ideal culture your workplace would have.

2nd Interview:

Option 1: Will it be easy to leave your current position?

Option 2: Describe lunchtime at your current employer or most recent clinical.

Comments:

Personality/Philosophy:

1) *Healthcare Philosophy:*

1st Interview: What elements of the healthcare system are working for people? What elements of it aren't? What would you like to change about it?

2nd Interview: Tell me about a positive experience you had with a healthcare or other service industry worker. What made that interaction stand out to you?

Comments:



2) *Personality Fit:*

1st Interview: **Red Flag - "Airport Test"** - If you were stuck in an airport all day with this person, would you dread it? If yes = Red flag

2nd Interview: Same as above.

Comments:

3) *Treatment Philosophy:*

1st Interview: Can you tell me about the SFMA and what experiences you have with it?

2nd Interview: Describe the typical treatment strategy you would use with a patient.

Comments:

4) *Growth/Vision:*

1st Interview: Tell me about your interests within healthcare. Where do you see yourself and what do you see yourself doing in 5 years?

2nd Interview: Tell me about the past year of your life and what this upcoming year could look like.

Comments:

5) *Interaction:* No question.

Comments: