

Group Interview Agenda



Have 2-3 Staff Members Present

Welcome/Introduction:

Congratulations! You are the cream of the crop, get ready for the most fun interview you've ever had. Introduce yourselves.

Self Introductions:

Name, where you live, Why did you apply for this position, One thing you would like us to know about you (this can be anything fun or interesting.)

Position Overview:

Hours....Days

What we want:

Team Player, Good Communication, Energetic/Creative, A Partner in the Process, Value In/ Value Out, Open to the Possibilities, A True People Person

Stay or Go?

(At this point the applicants have a good idea of what the job is about they are really interested or not... at this point give them the chance to leave if not interested... respect their time and yours... do this before you get in to the Q & A portion of the interview)

Q & A:

(Draw from a bowl of questions, sometimes 2 rounds)

If you were an animal, what would you be and why?

Close:

Thank you & When call backs will happen...Hand out your business card and offer everyone a free consult & exam certificate.



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Interview Question Ideas



BigFISH
training

What can you offer us that other candidates cannot?

What are your weaknesses?

What qualifications do you have that you feel would make you successful?

What have been your most significant accomplishments so far?

What qualifications do you have that you feel would make you successful here?

How long would it take you to make a meaningful contribution to our clinic?

How do you feel about assuming the responsibilities of a supervisor or manager?

Are you a self starter? Give an example.

Describe a situation in which you had a difficult problem and how you solved it.

Describe a situation in which you have worked under pressure or met deadlines.

Tell us about an objective in your last job that you failed to meet and why.

If we spoke with your previous employer, what would he or she say are your greatest strengths and weaknesses?

Give one or two examples of your creativity.

What are your goals or ambitions for the future?

Describe your ideal job.

What motivates you the most?

Describe a situation in which your work was criticized. What were the circumstances and how did you respond?

How would you describe your personality?

How would you describe your management style?

Describe what you feel would be an ideal work environment.

How would you handle an irate patient at your front desk?

If you were asked to do something that you did not like to do how would you handle that situation?

How would your co-workers describe you?

Why should we hire you?

What sort of outside reading, if any, do you do? What sort of movies do you like?

Are you comfortable working with children? If children were making too much noise, while their parents were getting adjusted how would you handle them?

If you were in the position to hire people what would you look for first?

Describe the environment that makes you most comfortable and least comfortable when walking into any healthcare provider.

If you felt that your employer was not treating you fairly how would you handle the situation?

Are you good at multitasking? Give an example.



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