

## **Questions at Interview**

Below are some of the questions you might be asked at interview. All are opportunities for you to show you're the most suitable candidate for the job. Be prepared to give reasons as to why you are applying for this specialty, what research you have done to confirm its suitability and to give examples of when you demonstrated key skills such as communication, teamwork, planning and organising, problem-solving, initiative and adaptability. Show enthusiasm, motivation and interest.

### **Knowledge of Specialty**

Why have you applied?

What qualities/skills do you have which you think would make you a good candidate?

Why are you motivated to pursue further training in this particular specialty?

How has the Foundation Programme prepared you for this career?

What reservations do you have about this specialty?

What efforts have you made to further your knowledge of this specialty – what have you learned from this?

Knowledge of the LETB/ Deanery/Trust/ NHS

What do you know about our LETB /Deanery?

Why have you decided to apply to us? In what ways do you think you can make a contribution?

What do you consider to be the main challenges facing healthcare in this specialty?

What do you think of the current proposed changes for the NHS?

What's your view on the Shape of Training?

### **Skills development**

Can you give me examples of positions of responsibility you have held and what you have learnt from them?

What are the main skills required for this specialty?

What have you done that shows initiative?

What kind of people do you find it difficult to work with?

What skills have you developed during your Foundation Programme?

### **Self-awareness**

Why should we employ you for this job?

What are your 2 biggest weaknesses?

What 2 or 3 accomplishments have given you the most satisfaction? Why?

In what kind of work environment are you most comfortable?

How well do you work under pressure?

What is the biggest mistake you have made and what have you learnt from it?

How would you describe yourself? Or tell me more about yourself.

What kinds of decisions are most difficult for you to make?

What do you think makes you different from the other candidates?

### **Research, Audit and Teaching**

Be prepared to talk about any audits or research that you have carried out and what you learned from the process. Also show that you have undertaken teaching and that you understand what the skills of an effective teacher are and how you have demonstrated these at medical school and during foundation. There will also be questions on personal qualities and skills. These questions could be competency based e.g. Tell me about a time.... Give me an example of when... Have another look at the person specification and check out the skills and personal qualities required and have examples prepared. This can include questions on: communication, empathy, team-working, negotiating, organisation and planning, working under pressure, problem solving, professional integrity and probity.

### **Suggestions for Structuring Your Answers**

You may already have developed a technique that will help you successfully answer the competency based questions. On the other hand if you find that you are struggling you may find it helpful to familiarise yourself with the STAR Technique described below. This particular technique has been used by many people for applying for jobs across a variety of professions and has proved to be an effective way of getting an answer across in a logical, efficient and effective way.

- Situation - Provides the interviewer with the context for the action. Make your description concise and informative.
- Task – give brief details of what you were required to do.
- Action - This is where you demonstrate and highlight the skills and personal attributes that the question is testing. Explain what, how and why YOU did it.
- Result - Explain the outcome of YOUR action. Describe what YOU accomplished. Reflect on the situation by stating what you have learnt - this adds the personal element and will show that you can think laterally and fully about a particular issue. Explain what you have done since e.g. implemented new procedures or protocols and mention their success.

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