



Third Quarter 2015

midwestmd.org

## Interview Questions Physician Recruiters Wish You'd Ask

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There are many resources offering advice about what to ask during an interview and you have probably reviewed many written by the experts as you prepared for your job search. To provide you with a different perspective, we recently asked a group of in-house physician recruiters what they would like to hear physician candidates ask during the interview. Below are their responses and why you might want to ask these questions during your next interview.

### 1. How would you describe your organization's culture?

Most people feel a different sense of mood at a football game than they do while attending a ballet. Likewise the culture of an organization can determine the overall experience you can expect at a new position. The culture of the organization is essentially the personality of the organization. It is a result of priorities, motivations, goals, vision and values of the hospital or clinic. Understanding the culture of the organization you are considering will give you an idea as to whether you are a good fit and will you create realistic expectations.

### 2. How are physicians involved in leadership and decision making?

Interest in leadership is a great sign that you are thinking about the future and interested in being actively involved. Most facilities are pleased to see physicians attending meetings and participating on committees. Asking more about how you can contribute to important decisions involving the medical staff will illustrate your commitment and understanding of the role physicians' play in driving the organization forward.

### 3. Tell me about the future of my specialty within the organization?

It's good to know if your specialty's market share is increasing

and if the hospital plans on bringing on more physicians in your specialty. If they are, you may have an opportunity to ask if any friends and colleagues might have the option to come on board as well.

### 4. What are plans for organizational growth?

This question is crucial in today's healthcare environment. Just as knowing what the plans are for your specialty, it is important to know the the employer's overall growth plan and how that growth will be accomplished. Hospitals and clinics should be able to articulate clearly purposeful plans to maintain their presence in a competitive healthcare environment.

### 5. How does your organization use data from quality measures and patient perception of care surveys?

Understanding how the Affordable Care Act and the data hospitals must now gather in order to be reimbursed is important in today's healthcare industry. Physicians once thought financial success was achieved through developing busy practices. Now healthcare organizations and clinics must to some degree tie quality and perception of care to physician pay. Hospitals and clinics should also be using data collected to implement improvements in care they provide, based on the data collected. Your interest in how this is achieved will show your understanding of the healthcare environment in which we all now work.

These are just a few questions our recruiters suggest you ask during an interview. Stay tuned in our next edition for a few more questions you might ask during the interview.

To see what opportunities are available in Missouri, Iowa, Nebraska and Kansas, be sure to visit the MINK website at:

midwestmd.org

# MINK Midwest MD Physician Job Fairs

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**University of Nebraska Medical Center Program**  
and **Clarkson Regional Health Service Program**

Thursday, September 17 3 - 6 p.m.

The Nebraska Medical Center/University of Nebraska Medical Center  
42nd Street and Emile Street  
West Atrium -- Durham Outpatient Center

**Creighton University School of Medicine**

Friday, September 18 11 a.m. - 1:30 p.m.

CHI Health/Creighton University Medical Center  
601 N. 30th Street - East Lobby adjacent to the Gift Shop in front of  
the East Elevators on the Lobby Level

**Food and Drink Available and GREAT Gift Drawings!**

