



## **RLI Kickstart Your Career Workshop Interview Questions**

### **Questions the Interviewer may ask the interviewee:**

1. What would the technical and support staff you work with say about you?
2. Why are you interested in this practice specifically? This geographic location? Do you have a local support network such as friends/family? Anything that anchors you to this area?
3. Do you prefer free style dictations or template reports? What are the strengths and weaknesses of each?
4. What sorts of leadership positions have you been in? How are you becoming a better leader?
5. Do you consider yourself an overcaller or undercaller when it comes to interpreting exams?
6. How do you feel about communicating results directly to patients?
7. What do you feel is the biggest issue facing radiology?
8. What modalities/procedures are you willing/not willing to do? Why? Would you be willing to brush up?
9. Were you Chief Resident or not? If not, why not? (hardball Hopkins neuro fellowship behavioral interview question)
10. Which are you comfortable reading: x-Ray, CT, MR, US, Body, MSK, Mammo, Neuro, Nucs. Anything you are not comfortable reading?
11. How have you dealt with a difficult person in the working environment?
12. How have you dealt with a workplace conflict?
13. How would you keep MR/CT equipment up to standard?
14. What are you looking for in the ideal job?
15. Is there a particular research project or clinical experience you have had during training that you feel has been formative or impactful to you?
16. Particularly for subspecialty fellowship interviews - what led you into the field of the subspecialty?
17. Do you have any interests you would like to share that have meaning to you outside of radiology?



18. What do you see as the opportunities in this job?
19. What did you contribute in your last job?
20. Do you think that you will be able to adapt to the volume expectations of this private practice as opposed to your academic training expectations?
21. Tell me about a dilemma you faced and how you handled it.
22. Tell me about a failure and how you recovered from it. What did you learn from that failure?
23. How do you destress? (Illustrate that you have healthy coping mechanisms for life.)

**Radiation Oncology specific interview questions:**

24. For clinical documentation, what method do you prefer? Dictation vs typing?
25. How would a patient's demographics affect your choice of dose fractionation?
26. How do you feel about communicating imaging and lab results to patients outside of scheduled clinic visits?
27. What do you feel is the biggest issue facing radiation oncology?
28. How would you handle a patient complaining of symptoms unrelated to radiation therapy?
29. Which are you comfortable doing: SRS, SBRT, permanent seed implants, tandem and ovoids, interstitial brachytherapy, head and neck IMRT. Anything you are not comfortable doing?
30. How would you keep linear accelerators up to standard?

**Questions for the interviewee to ask the interviewer:**

1. How much of my daily workload will be in the area of my fellowship training?
2. What are the criteria for partnership? Are all partners equal? What percentage of new hires become partners?
3. What does it take to succeed here?
4. What is your vision for the future of this practice/department/institution?



5. What needs to change here?
6. What are you looking for in a candidate for this job?
7. Is this institution growing (and why and how)?
8. Give me an example of why someone didn't work out in your group or department?
9. Have you been approached by a corporation?
10. Would you be willing to put me in touch with someone who has left the practice? Or, would you be willing to put me in touch with the individual I am replacing? (Keep in mind that there could be legal restrictions which would not allow them to talk about past employees)
11. Am I signing the same contract that you signed? What are the differences?



### **Kickstart Faculty Share Additional Tips and Insights**

#### **Academic-specific interview questions:**

- Do you have a teaching philosophy?
- What teaching experience have you had (teaching med students, residents, etc)?
- What coping mechanisms do you have in place to deal with stress and achieve work-life balance?

#### **For a private practice interview:**

- Some private practices have case review type questions to see how interviewees think and work through cases.
- Practices will call the resident's program and technologists to ask how the resident carries him/herself during residency.
- Trainees should be ready to give their "elevator pitch" with the opening question of "tell me about yourself."
- Private practices may be looking for niche skills and doing homework ahead of time is important so they can focus on those skill sets if they possess them.
- They may ask if the candidate has ever taken independent call as a trainee
- Ability to handle general work
- Comfort with learning new skills (modalities, protocols, procedures, etc.)
- Customer service ability (you need to be able to disagree with people but in a supportive way)
- Your actual interest in the region/practice
- What you understand about acting as a practice owner (true private practice partners are business owners as opposed to the corporate or PE model, and this is a very critical nuance to understand for applicants)

#### **What I ask every applicant:**

- You do radiology AND what else?
- We expect that you are good at radiology, and accept that. What else do you do? Do you like quality and safety work? Protocols? New procedures? Committee work? Charity work? Leadership training? Anything.
- What besides radiology are you bringing to the practice to make this entire organization better?

#### **Red Flag:**

- We NEVER ask about productivity. We don't work on an incentive pay scale and we don't expect people to come out and be able to start at an experienced radiologists' productivity level. They have 3 years to work that out and we offer them guidance along the way (feedback, specific training, template work, etc). Anyone who starts asking you about productivity in an interview is a red flag in my opinion. The questions people ask are them tipping their hand to what they value in the practice and the radiologists. And, if in a short interview, all they can think of is to ask about productivity tells me things that are not flattering.