

## **SAMPLE INTERVIEW QUESTIONS FOR ASPIRING CONSULTANTS**

### **1. Background, training, the job and motivation questions**

- Tell us about yourself
- Why do you want to join this Trust?
- What can this Trust offer you?
- What makes you think you are fit to become a consultant?
- If you had the chance what would you change in your training /portfolio?
- Is there anything which I, as the Chief Executive, should know and that you are not telling me – why I should not give you the job?
- What was your greatest professional challenge in the last 5 years?
- How do you see your career developing over the next 10 years?
- What are the medium term goals for the hospital and how could you help?
- What do you like most and least about this speciality?
- How do you identify your weaknesses?
- What is the difference between being a senior SpR and a junior consultant?
- How do you measure success?
- What do you think will be your biggest challenge in this post?

### **2. Personal Attributes**

- What is more important: good communication skills or good clinical skills?
- What makes you a good communicator?
- Give an example of where you failed to communicate appropriately?
- Give an example of a non-clinical situation where your communication skills made a difference to the outcome of a project?
- How can you show empathy through an interpreter?
- In what circumstances have you had to influence others and how did you achieve your objectives?
- Tell us about a conflict you had with a colleagues?
- Would you be happy to be an average consultant?
- What skills do you have which make you a good consultant?
- If you get this post, what ideas would you like to develop?
- How would your patients describe you?
- How would your colleagues describe you?
- As a consultant how will you make sure that the team is up to date?
- What makes a good team player?
- Give an example of where you made a difference to a team?
- Give me an example of your professionalism?

### **3. Teaching**

- Tell us about your teaching experience.
- How do you cope with teaching in multidisciplinary groups?
- Do you think anyone can be taught?
- How would you enthuse a junior doctor who had shown an interest in your specialty to join the specialty as a career?
- How do you know you are a good teacher?
- What is the difference between a good teacher and an excellent teacher?
- How can we maintain good teaching in view of the decreased number of hours imposed by the European Working Time Directive?

- How would you explain to a patient with limited education what their < CONDITION> is?
- Tell us about some of the negative feedback you have received following your teaching sessions.

#### **4. Research**

- Tell us about your research experience?
- What did you gain from your research?
- What in your opinion is your understanding and experience of research governance?
- What is the role and importance of research for a junior trainee?
- How do you go about seeking ethical approval?
- How would you go about seeking funding about your research?
- Should all research be carried out in tertiary centres or do DGHs have a role?

#### **5. Clinical Governance and Safe Practice**

- What makes you think you are safe?
- How can we make sure that you are performing to the standards of good medical practice?
- Tell us about a day to day experience of clinical practice?
- How do you keep up to date?
- What contribution can you make to risk management?
- What are the hurdles to implementing clinical governance in a department?
- Tell us about your audit experience?
- How would you encourage a team to keep clinical incident forms each time it is appropriate?
- Tell us about clinical mistakes that you have made.
- Tell us about a situation where you have felt out of your depth.
- Do you think it is acceptable for consultants to ask for help?
- How does patient feedback influence your practice?
- Tell us about the most difficult clinical situation you have faced.

#### **6. Difficult colleagues and other difficult scenarios**

- One of your consultant colleagues is underperforming or their quality of care is unsatisfactory. What do you do?
- One of your juniors complains that they are being bullied by another consultant. How do you handle the situation?
- Your registrar reports that his SHO has been coming in late by 20 minutes each day over the past 4 days. What do you do?
- One of your juniors keeps contradicting you in front of patients. What do you do?
- What difference do you make between the lack of fitness to practice and underperformance?
- You overhear nurses talk about a registrar who was taking cocaine at a night club the previous week-end. How do you address the situation?
- What role does NCAS play in dealing with underperformance?

## 7. Management & NHS issues

- Give an example of a situation where you enhanced the efficiency of your department.
- How do you develop better links with other departments? Or Primary Care?
- How will this speciality be affected by current NHS changes|?
- How can we make this specialty more community centred?
- Do you think it is fair to link the PBR tariff to quality of service?
- How do you think that quality should be measured?
- How can we best present data on quality to patients?
- How can patient feedback be measured in a meaningful way?
- Do you think appraisals are useful or just a paperwork exercise?
- Do you think the increasing role of nurses/the introduction of physician's assistants is a solution to the NHS's problems?
- Do you think that encouraging competition through patient choice is the best way to achieve good quality of care?
- Darzi's proposed approach is to link quality payments to patient feedback. What are the pros and cons of this?
- What do you think would be the best way to assess if a doctor is safe?
- What do you think are the issues caused by the introduction of revalidation as proposed?
- Our aim is to develop a new service on < X>. How do you think we can go about doing it? What hurdles might we have to overcome?
- When you visited me (Chief Exec) I told you about the direction the Trust was taking. What can you tell me about it and how can you contribute?
- Both Tooke and Darzi talk about doctors needing more management and leadership skills. What is wrong with the status quo? What role can you play in helping more juniors gain more experience in both?
- How can we work effectively with ISTCs (Independent Sector Treatment Centres)?