

## **Interview Skills - by DR PRABHU**

1. Dress Smart
2. Have a smile on your face
3. Remember – everyone wants that job and everyone will be nervous
4. Make sure you reach on time
5. If delayed - please inform them (won't go down well –unless it is not your fault)
6. Don't waffle
7. Don't go on talking or speak in one or two words
8. Answer the question – no use beating round the bush
9. Prepare common questions and answers
  - a) Take me through your CV
  - b) Why do you want this job?
  - c) Why should we give this job to you?
  - d) What are your strengths?
  - e) What are your weaknesses?
  - f) What have you learnt so far?
  - g) What would you bring to the job and the department?
  - h) What do you expect from the job and us
  - i) Tell me how you cope with the stress
  - j) What is audit – tell me the audit you have done and what have you learnt
  - k) What is research? How does it differ from audit?
  - l) Why you have not done any research or minimal research
  - m) Why have you not published anything?

n) Tell me about a case you have managed which you remember well and tell us why and what you have learnt from it.

o) What is clinical governance?

p) What do you expect me to do – if a nurse tells me you are a poor communicator and don't come on time?

q) What would you do if you find me being rude and harsh to you?

r) How do you deal with a difficult colleague?

s) What is clinical governance?

t) Tell me about Risk Management

u) What is NSF for children?

10. Never praise yourself too much – I am hard working, sincere..... and so on

11. Praise the department or others and you try to be a part of that, E.g. - Why should we give this job to you? – I am hard working, sincere, excellent team player and so on, CRAP everyone says that.

How would I answer – Yesterday I visited this department, spoke to your SHO Dr..... He told me that this is a good department, with good teaching and there is a good teamwork and consultants encourage SHOs to take study leave. Having done my SHO for 1 year now I think this is an ideal job for me, I want to complete my part I and I also believe in team work and I feel I fit in very well in this department and given an opportunity I would like to be a part of that team and do a good job.

### **INTERVIEW QUESTIONS – by DR SANJEEV DESHPANDE**

Here are some more questions.

1. **What was your worst night on call?** (Usually for someone with previous work experience. Use it to bring out something that you learnt from - team work, caring for others etc)

2. **Tell me something that you have read recently.** (It can be an interesting scientific article. Or, if you are adventurous, use it to show the breadth of your reading - eg. controversy over foundation hospitals, ethics of designer babies for treating genetic diseases, racism/sexism in NHS etc. But be warned, you should have sufficient maturity and knowledge to handle the latter topics!)

- 3. How will you measure your success at the end of a year?** (Usually for Consultant interviews)
- 4. What differences have you observed between the practice of medicine in your country and here in the UK?** (Usually, for those with only a clinical attachment in the UK prior to the interview. Do not denigrate your home country by going on and on about the drawbacks - you are in effect downgrading yourself!)
- 5. Tell me about one thing that you will take back to your home country after the training here in the UK.**
- 6. How will you deal with a colleague who seems to be abusing opiates/drugs?** (Usually for SpRs)
- 7. How will you deal with a mistake that you have done that has led to patient harm?** (Usually SpRs)
- 8. Tell me how you will deal with a situation where a mistake by your junior colleague (SHO/SpR) has led to the death of a child?** (Probably at Consultant interviews. You are expected to bring out clinical incident reporting, informing Coroner, involving your own medical defence organisation, counselling for the concerned member of staff, obtaining timely statements from everyone concerned, and informing parents etc)

### **CONSULTANT INTERVIEW – by DR UMESH PRABHU**

This is the summary of my own experience of being a panel member for 18 consultants interview

I will give some simple advice here and then I will post common questions asked.

1. Visit the place at least twice
2. Meet - CEO, MD, CD, Colleagues and visit colleagues in other important departments - OBG (it helps to build a good relations if you get the job and it helps if they are the committee members)
3. Vist the Chairman of the Trust
4. Act intelligent - ask service development plan, ask resource problems or resource available
5. Getting a job depends up on the demand and supply. If you are a Psychiatrists, Radiologists or Histopathologists - they kiss your bum if necessary. There are 300 Psychiatry consultants posts are vacant, 150 Radiologists and 75 Histopathologists posts are vacant Paediatricians - not that good for the candidates.

6. Always prepare to ask one or two good questions - they always ask you at the end. One candidate asked me "What is my salary" - guess what happened to him!
7. Don't beat round the bush
8. Don't avoid answering the question - not giving the answer to the question but talking about it doesn't help you.
9. Smile, body language, words you use - all are important
10. Never criticise others, never praise yourself too much.
11. Don't appear as "Too smart"
12. Research, audit, clinical governance, recent changes in NHS, NHS plan, NSF, CHAI, NCAA, NPSA - you must know all these kind of Information.
13. Be careful if your special interest is same as that of your CD or other colleague. Beware how you answer.
14. MD, MSc or other interest does help - medical education, Ethics, Research methodology, management and so on.
15. Lastly - colour and having Dr. Smith as your surname makes significant difference - Not right but a harsh reality.
16. You do need "Lots of good luck" and my wishes are always with you.

If you want to know questions and how to answer them then please do let me know.

**:: Best of Luck ::**