

**Whatcom Alliance for Healthcare Access
Physician Recruitment & Retention Program**

Questions for Site Visit

Directions:

- Although the site visit is more of a formality since most of the key questions have been answered through the phone interviews and background checks, the site visit is an opportunity for additional people (support staff, other colleagues and community members) to get to know the candidate.
- See “Checklist for Telephone Interview with Candidate” list for topics that should have been discussed previously during telephone interviews.
- Questions that other participants of the site visit could ask should be open-ended and behaviorally-based to maximize the opportunity to get to know the candidate as much as possible.

Examples of open-ended and behaviorally-based questions:

- What are looking for in a practice opportunity?
- What has been your favorite place to work (either medical or other) and why?
- What brought you to the medical profession?
- Share something about your residency and/ or work experience that you are particularly proud of.
- What have you been criticized for during the past 3 years? How did you deal with that situation?
- What do you identify as your clinical (professional) weaknesses? What are your personal weaknesses?
- What have co-workers said about you? Support staff? Patients?
- What aspects of your specialty do you like best and why?
- Tell me about a time you had to correct a support staff member. . . A fellow physician . . . or resident.
- Tell me about a time you had to deal with a difficult patient.
- When did you relocate in the past and how did you and your family deal with that?

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