

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 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 NHS Resolution 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?
- 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?
- What do you consider the pros and cons of linking quality payments to patient feedback?
- What do you think would be the best way to assess if a doctor is safe?
- What do you think are the potential issues, for healthcare provision, arising out of Brexit and what suggestions do you have to minimise the negative impact of these ?
- 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?
- From your understanding about the direction the Trust is taking, what do you consider you could contribute to these planned developments?
- What role can you play in helping juniors gain more experience in both management and leadership?