

candidate interview
strategies

Presented by DaVita SOURCESM



Before you leave home

In order to interview well, you should give some serious thought to the “process”. Simply showing up and “winging it” generally leads to a poor interview and unsatisfactory results. Whether you are new at interviewing or a veteran, there are certain things you will need to consider in order to avoid wasted trips to locations that are not suitable for you. Before you even begin looking, **DETERMINE YOUR PRIORITIES!** In reality, there are only three factors that make a difference:

- A. PRACTICE
- B. LOCATION
- C. COMPENSATION

In other words, what do you want to do? Where do you want to do it? How much are you willing to be paid for it?

The interview

Mechanics

First impressions are extremely important. Clothes do not make the woman or man, but they do create an impression that directly relates to how you value yourself. There are entire books devoted to this subject, and physicians are not exempt from the rules when it comes to appearance. Here are a few pointers:

1. Try to be conservative. Simple, clean, pressed, well-fitting clothing will succeed every time. Dark suits with a collared shirt and solid dark tie are preferable for men and comparable attire for women. Even if the practice environment is casual, they will appreciate your effort in “dressing up” for them.
2. Good grooming is essential. For men, hair, beards, and moustaches should be neatly trimmed. Perfume, aftershaves, and colognes, if worn, should be very light. Again, think conservatively. Also, keep in mind that part of the interview process may involve a social gathering like dinner, etc. Find out what the setting will be so you can take clothing appropriate for the event.

The goal of the interview

By the time you arrive at a face-to-face interview, you will already know a great deal about the PRACTICE, the LOCATION, and FINANCIAL CONSIDERATIONS. The interviewer knows about your educational background, abilities, interests and needs. The interview will help both parties determine if there is a good fit and if the chemistry is right.

The interviewer wants to get to know you both as a physician and a person and determine if you are right for the position. You want to determine if the position is right for you. Therefore your goal is twofold. You want to find out if you want the position and at the same time, convince the practice that they need and want someone with your qualities. Both aspects are equally important: You should learn enough so that you can make an intelligent decision and you must interview well enough to get an offer from the practice.

SOURCE

DaVitaSource.com | 1-866-262-4004



The compensation question

Compensation is a touchy subject. It's the invisible 800 pound gorilla in the room. The truth is no one wants to talk about it but everyone wants to know about it. During your interview, let the interviewer bring up the subject of money. If you are working with SOURCE you will probably already know the starting salary and have a good idea what the market rate is in the area. If you don't know the starting salary, let the interviewer lead with a number. If you are asked about your salary expectation, try responding as follows, "I haven't had a chance to review what the market rate is for this area. What starting point would you suggest?" This will put the ball back in the interviewer's court.

Avoid trying to negotiate a salary until you have an offer on the table and are able to assess the entire compensation and benefits package. Negotiating without an offer could lead to no offer at all. Additionally, you could be arguing away other benefits that you are not aware of in lieu of a higher salary.

Look at the long-term as well as the short-term income potential. First year guarantees are impressive, but what really matters is what you can expect to earn in five years and beyond.

The best way to measure the value of an offer is net benefit. Simply put, net benefit is the economic benefit you receive, factoring in all sources of income, the value of benefits paid for by the practice, and the cost of living in the area. Remember to include state and local taxes as some states like Texas do not have personal income tax. An income of \$160,000 goes a lot farther in Des Moines, Iowa than in San Diego, California.

Other important questions

During your interview, remember that the person you are talking with is a doctor and not a professional interviewer, just as you are a doctor and not a professional job hunter. A good way to express your interest in the opportunity is to prepare a few good questions in advance. You should carefully frame your questions to elicit the information you want.

Once you think of questions, write them down and remember to take them with you on the interview so you won't forget them. You will impress them with your preparedness. Here are a few suggestions that you may want to try on your visit:

What are the long-term goals for the group?

Why did you choose this practice/location?

What are some hobbies or activities that you enjoy during your free time?

How are conflicts within the group resolved?

Have any doctors left the group, and why?

How does reimbursement work, while on salary and after buy-in?

When and under what conditions and terms does a buy-in or partnership occur?

What happens if I am not offered or do not choose to buy-in?

Is there a restrictive covenant?

What is the financial condition of the group?

What are the long-term financial obligations (i.e., outstanding debt and buy back of retiring physician's shares)?

SOURCE

DaVitaSource.com | 1-866-262-4004



Many of the preceding questions will have been answered before you go on the interview. If they have not been answered or if you are looking for confirmation, this is the time to ask.

Obviously, the interviewer will have questions of his/her own. Giving some thought to how you will answer those questions will give you confidence and poise under fire. It will be helpful to practice your response to some common questions in advance.

Here are a few questions to think about:

Tell me about yourself.

Why are you changing jobs?

Why are you considering this practice?

Where do you see yourself in 5 years?

Why should we hire you?

Why do you want to work with us?

Why would you want to live here?

What are your spouse's interests?

Why did you choose to go into medicine?

Why did you choose that medical school?

How should these questions be answered? A good rule of thumb is to consider the question, answer clearly and concisely, and then let the interviewer pursue specific points or go on to other areas. Obviously, answering in one sentence may not be satisfying to the interviewer but neither will an entire chapter from your life. Giving some thought and preparation to the interview questions beforehand will help you get your thoughts in order and provide you with a proper MIND-SET to handle yourself well. If the interviewer does not ask the right questions to bring out your interests and expertise, be sure to tell them. **Do not leave the interview without letting them know who you are and why you want the job.** Also, if you're interested in the position, let them know before you leave the practice. It is a proven fact that interest in a candidate and a candidate's interest in a practice are never more acute than when you are sitting in a chair at their office. Interest fades as time passes.

Throughout the interview

- A. BE YOURSELF! The goal of the interview is to determine if you fit. Joining a practice is like a marriage. Compatibility can only be determined if you are true to yourself.
- B. BE OPEN! You need to get to know one another, so share your thoughts with the interviewer.
- C. TELL THEM WHAT YOU CAN DO FOR THEM! Nothing turns an interviewer off faster than a "what's in it for me" attitude. In fact, this is the biggest complaint practices have about candidates. In today's market there are more candidates than jobs. Bring your A game.
- D. MONEY! A good rule of thumb is to let the interviewer bring up guarantee and benefits. They will get around to it eventually, and you do not want to be pushy.
- E. GIVE FEEDBACK! They need to know how you feel as well as how you think...

SOURCE

DaVitaSource.com | 1-866-262-4004



- a. Show Interest in them as people
 - b. Do not be afraid to express your concerns.
 - c. Tell them what you like about the practice, location, and people. It takes a lot of work to arrange a good interview, so do not be shy about showing them appreciation. They need positive strokes too.
- F. IF YOU WANT THE JOB, SAY SO! Given two equally qualified candidates, an interviewer will make an offer to the one who shows enthusiasm for the position and a willingness to make a decision. End your conversations by saying something like, "This is the type of practice I'm interested in. I would like to join you."
- G. BE PREAPRED TO MAKE A TIMELY DECISION! Just as you want to know as quickly as possible if you are going to receive an offer, the interviewer also needs to know where you stand. While you may not wish to, you should give a good indication of your interest; a definite "yes" or "no" should be possible within a few days of your visit.

If you will recall, we mentioned setting your priorities before you even start looking. If the practice meets your needs, say so! If it does not, procrastination or a fall back on "MAYBE" is not going to change anything. Everyone concerned, including you, would rather have a definite "YES" or "NO" rather than weeks of indecision.

A few final details

Try to arrive at the interview site early. This gives you an opportunity to relax, become comfortable with your surroundings, and make sure you are properly prepared. If you arrive the night before, you should practice the drive from your hotel to the office so you know how long it will take.

If the practice has offered to cover your expenses, be considerate. Only expense what you believe to be fair and reasonable. Follow the golden rule and you will be fine.

Avoid including your children on your interview trip unless you are prepared to cover the cost of bringing a babysitter. You may want to inquire if you can bring children along to look at the community if they are of an age that they will have an influence on your decision.

After the interview

Call your DaVita SOURCE consultant as soon as possible. It will only take a few minutes and it is extremely important for us to know your reactions and confirm that the interview went well. This will allow us to follow up on your behalf and enhance your attractiveness to the practice. The practice will usually contact us to inquire about your feedback.

Be sure to send an email or personal thank you note to all of your interviewers.

SOURCE

DaVitaSource.com | 1-866-262-4004



	Baseline	Practice 1	Practice 2	Practice 3
	SAMPLE			
Location	Houston, Atlanta			
Practice Size	4			
Patient diversity	Yes			
Salary Guarantee / # of years	\$180,000/2			
Bonus potential	Yes - Productivity			
Medical Insurance Paid for Physician	Yes			
Medical Insurance Paid for Family	Yes			
Dental Insurance Paid for Physician	Yes			
Dental Insurance Paid for Family	Yes			
Malpractice Insurance	Yes			
Tail Insurance	Yes			
Disability Insurance	Yes			
Vacation	4 weeks			
CME - time/budget	1 week/\$2500			
Pension/401k	Yes			
Partnership Track	2 years			
Joint Venture Opportunities	Yes			
Medical Directorship Opportunities	Yes			
Productivity Based Salary	Yes			
Equally Divided Salary	No			
Base Salary w/bonus split	No			
Low Overhead Expenses	45%			
95% collection rate	Yes			
Buy-in	Minimal - none			
Future Growth Potential	Yes			
Spouse likes location	Yes			
Family Ties to the Location	Yes			
Call Schedule	1:4			

SOURCE

DaVitaSource.com | 1-866-262-4004

