

Interview Plan Template

CANDIDATE _____

DATE _____

- **Welcome**
- **Describe interview process (:45 interviewing + :10 questions + :05 next steps)**
 - *I will be taking notes*
- **Briefly describe your practice (# years, # employees, primary patient focus...just facts)**

OPENING QUESTIONS	NOTES
What attracted you to our practice?	
What are you seeking that is different from your current role?	
Tell me about one career accomplishment that you're really proud of.	
What attributes might current and former colleagues use to describe you?	

Characteristics	QUESTIONS	NOTES
Flexibility	Please describe a time when you had to adapt your therapeutic approach due to changing circumstances within a session?	
Communication	Describe a situation where effective communication played a key role in the success of the therapy.	
Compassion	Share an experience where you had to handle a particularly sensitive or emotional situation with a child in your care. How did you manage it?	
Constructive Conflict	How do you approach situations where a family's wishes for their child's care conflict with your professional recommendations?	

What are your salary expectations?

What hours are you available?

When would you be available to start?

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