

# Interviewing Questions for Hiring Success

\*\*\* This complementary tool is provided to help you select therapists that “fit” with your practice culture and goals. These are just some of the skills and abilities that are important. Add those that you know will be important for success in your practice. For more information and guidance, contact [Susan@BeelineBilling.com](mailto:Susan@BeelineBilling.com) \*\*\*

## Compassion

1. **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?**
  - This question helps gauge the therapist’s empathy and ability to handle delicate situations with care and understanding.
2. **How do you tailor your approach to meet the diverse emotional needs of children from different backgrounds or with different conditions?**
  - This explores the therapist’s adaptability and their strategies for connecting with children of various emotional and cultural backgrounds.
3. **Describe a time when you went above and beyond for a patient or their family. What motivated your actions?**
  - This question seeks to understand the therapist’s commitment to their patients and their willingness to take extra steps to provide comfort and support.

## Communication Skills

1. **Please provide an example of a difficult concept or situation you had to explain to a child or their family. How did you ensure they understood?**
  - This question looks at the therapist’s ability to break down complex information into understandable terms, ensuring clarity and comprehension.
2. **Describe a situation where effective communication played a key role in the success of the therapy.**
  - This aims to understand how the therapist uses communication as a tool for therapeutic success.
3. **How do you ensure that communication with colleagues and other professionals involved in a child’s care is clear and effective?**
  - This examines the therapist’s capability to communicate across disciplines and maintain clear, effective exchanges within a team.

### Constructive Conflict

- 1. Tell me about a time when you disagreed with a colleague about a patient's treatment plan. How was the conflict resolved?**
  - This question assesses the therapist's approach to handling professional disagreements and their ability to navigate towards a constructive resolution.
- 2. Please share an instance where you received feedback that was difficult to hear? How did you respond?**
  - This explores how the therapist handles criticism and their ability to use it constructively to improve their professional practice.
- 3. How do you approach situations where a family's wishes for their child's care conflict with your professional recommendations?**
  - This probes into the candidate's skills in managing conflicts involving care decisions, emphasizing their diplomacy and effectiveness in advocating for professional standards while respecting family perspectives.

### Flexibility

- 1. Please describe a time when you had to adapt your therapeutic approach due to changing circumstances within a session?**
  - This question evaluates how well the therapist can adjust their methods in response to immediate changes, a crucial skill in pediatric therapy.
- 2. How do you handle scheduling or procedural changes that are outside of your control?**
  - This probes the therapist's ability to cope with and adapt to logistical changes, which are common in clinical settings.
- 3. What strategies do you use to stay effective when dealing with multiple patients with varying needs?**
  - This assesses the candidate's capacity to juggle diverse patient requirements and adapt their approach to each child's unique situation.

## Initiative

- 1. Please give an example of a time when you identified a need and took steps to address it without being asked.**
  - This question gauges the therapist's ability to recognize and act on needs proactively.
- 2. How do you stay updated with the latest therapies and techniques? Have you ever implemented a new method based on your research? If yes, how did that work out?**
  - This explores the therapist's commitment to self-improvement and their proactive approach to incorporating new knowledge.
- 3. Describe an initiative you took that significantly improved the therapy process or outcomes for your patients.**
  - This seeks to understand the therapist's capacity for leadership and innovation in their practice.

## Patience

- 1. Working with children can often be unpredictable. Tell me about a time when you had to exhibit exceptional patience as a therapist.**
  - This question assesses the candidate's ability to maintain composure and patience in challenging or prolonged scenarios.
- 2. How do you manage situations where a child is not responding to the standard treatment or intervention methods?**
  - This probes the therapist's strategies for dealing with slow progress and their persistence in face of treatment challenges.
- 3. In your experience, what strategies have proven effective in maintaining your patience and composure when outcomes are not immediately visible?**
  - This looks at personal coping mechanisms and professional strategies to handle frustration and maintain a calm demeanor.

### Problem Solver

1. **Describe a complex case you encountered and how you approached solving the challenges involved.**
  - This evaluates the therapist's critical thinking and problem-solving skills in a clinical context.
2. **How do you handle unexpected challenges or crises during therapy sessions?**
  - This question investigates the therapist's ability to adapt and solve problems quickly when unforeseen circumstances arise.
3. **What steps do you take when you realize a chosen therapy approach is not working for a child?**
  - This assesses how the therapist evaluates effectiveness and pivots strategies to better meet the needs of their patients

### Team Player

1. **Please share an experience where you had to collaborate with other professionals (e.g., teachers, doctors) to achieve a goal for a child.**
  - This question looks at the therapist's ability to work effectively within a multidisciplinary team.
2. **How do you handle disagreements with colleagues regarding patient care plans?**
  - This probes into the therapist's conflict resolution skills and their ability to maintain professional relationships.
3. **What role do you typically take on in team projects? Please provide an example of your contribution to a successful team outcome?**
  - This assesses the candidate's teamwork skills and their understanding of their role within a collaborative environment.