

Questioning the Interviewer

- How often do you conduct performance evaluations?
- If I succeed in this position, what opportunities will I have to advance within the organization?
- What criteria will you use to evaluate my performance in this position?
- Does your organization support rewards and recognition for employees who exceed expectations?
- Do you feel that I have the qualifications needed for success in this position?
- How do you project the organization during the next one to three years?
- What relationship exists between this department and senior management?
- What attracted you to this organization?
- What do you like about working here?
- What organizational changes do you expect within the next year?
- How do the departments in the organization view this department?
- How receptive are other health professionals in your organization to clinical intervention recommendations by pharmacists?
- Do you encourage participation in community service and professional organizations?
- What do you consider the primary reason for your organization's success?
- Can I obtain a copy of the department's organizational chart to have a better understanding of where this position fits in?
- How does management respond to staff ideas?
- What immediate challenges face your department?
- What complaints get regularly voiced by your staff?
- What types of pharmacists [employees] generally succeed in your organization?
- What pharmacists will I work with? Can I meet them?
- I understand the last person in this position got promoted. Can I meet with him or her?
- How would you describe your management style?
- What personal qualities do you like most in your employees?
- What changes would you expect the next person who fills this position to make?
- Does your staff ever socialize outside work?
- Approximately what percentage of full-time positions filled in the past three years still exist in the organization?
- Was this position posted internally?
- To what extent do senior managers solicit ideas and invite feedback from staff members?
- Why is this position available?
- Is this a new position or will I be replacing someone?
- Can you describe a typical work day for someone in this position?
- Do you believe I have the qualifications for the position?
- What type of orientation will I receive if I am hired?
- Would I be responsible for supervising other staff? If so, how many and what positions?
- Where does this position fit into your organizational structure?

- What kinds of assignments should I anticipate during the first six months in the position?
- What aspect of this position do you consider most difficult?
- How many employees have held this position in the last three years?
- How many employees have been promoted from this position in the last three years?
- What did you like most about the person who previously held this position?
- What are your immediate priorities for the person who fills this position?
- Why is this position being filled with an external candidate?
- What are the three most critical elements of the position description for this position?
- What skills and abilities must a pharmacist taking this position demonstrate?
- How would you describe the ideal candidate for this position?
- Can I provide you with any additional information about me and my qualifications?
- When you think about employees who have succeeded in this position, what kind of qualities did they usually have?
- Are you concerned that I do not have an advanced degree?
- Do you have any concerns about my experience or skills?
- What opportunities exist for continuing my education?
- Have you experienced any staff reductions in the past three years?
- What is the turnover rate among pharmacists in your organization?
- Does your organization provide any financial assistance to attend professional meetings?
- Do you encourage employees to become active in professional associations?
- Have you faced any budget reductions during the past three years? If so, were there any reductions in staff?
- Do you expect any reductions in staff in the next year?
- What types of training and development do you provide for the advancement of an individual in this position?
- Do you have a tuition reimbursement program available? If so, how does it work?
- Do you have a management development program?
- What are the primary responsibilities associated with this position?
- What do pharmacists say about their overall satisfaction with your organization?
- What do your employees like most [least] about working here?
- What does a typical weekly schedule look like for this position?
- Who will be my supervisor if I am hired?
- What are the three most important criteria that you will use to select the candidate for this position?
- What are the most difficult adjustments new employees face when joining your department?
- What process do you use to determine the adequacy of resources for this position?
- How would you describe the department's culture?
- Will I have a standard benefits package or will I choose from a variety of options?
- Do you base salary adjustments on merit?
- What is the next step in the hiring process?
- Who will make the final hiring decision?

- How soon will you make a hiring decision?
- I am interested in this position. If I don't hear from you within the next week, may I call to see if you have made a decision?