

6 Tips to Nail Your Onsite Interview

Categories : [MEDICAL PROFESSIONALS](#)

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Sometimes nothing is scarier than an onsite interview; it can be more stressful and confusing than the job itself. Once you have passed through the initial phone (i.e. screening) interview, your next step is to be brought onsite for a face-to-face interview. Others are still vying the same job....your work is not yet done. Follow these five tips to successfully navigate through this interview stage – hopefully to a job offer!

Dress Professionally

Regardless of the attire you will expected to wear while on the job, you need to present a professional appearance while interviewing. Fanny packs, short skirts, stained or too tight clothing, flip-flops are all inappropriate to wear. Visit our Candidate Resource Hub for more information on [what \(not\) to wear to an interview](#).

Have a positive attitude

Enthusiasm is important. You need to show the interviewer that you want this job, and that you are excited about the possibilities it offers. Panic, hysteria and desperation do not play well during an interview (as well as most other things in life). Show your enthusiasm, and keep everything else under control.

Do your Research

If you have gone through the phone interview, you will have a pretty good idea of what the

corporate culture and hot button topics are for the employer. In other words, you will know more about the company than can be learned by simply reading their website. Use this knowledge to better research the job, the hiring manager, and the facility. Take the time to familiarize yourself with all three; you will be surprised when that information will come in handy.

Avoid controversial subjects

During the phone interview, avoid controversial subjects like politics, world events and religion. While subjects like that rarely ever come up due to discrimination issues, it is not wise to offer your opinions about the Navy Yard shooting, the Kardashians or Syria. Keep the interview focused on how you are the best candidate for the open position...not pop culture scandals or personal preferences.

Be prepared

The interviewer will ask questions to try to determine whether or not you are a fit for the position in every possible way. Not all of them will be directly related to your skill set. Here are some potential questions, you might be asked. Be prepared with answers for all of them.

- Why are you seeking a change?
- How does this position fit into your overall career goals?
- What do you know about our city?
- How has your profession changed over the years?
- Describe two or three trends that you have noticed in your profession?
- What are your strengths? weaknesses?
- How would you describe your most recent job performance?
- Describe a situation in which you did “all the right things” and were still unsuccessful. What did you learn from the experience?
- How do you stay professionally current?
- What outside activities are most significant to your personal development?
- What qualities or experience make you the best candidate for this position?

Ask good questions

Candidates who ask good questions are highly regarded. In most cases, interviewers equate a lack of questions with a lack of interest. Pick three of the most appropriate questions below to ask:

- What do you like most about working for (fill in blank)?
- Other than a skills match in (fill in blank), what do you look for in an employee?
- What would I be expected to accomplish in this position?
- What would your employees say it's like working for you?
- What are the greatest challenges in this position?

- How do you think I would fit in with your staff?
- What do you think the primary reason is for staff leaving?
- How do you motivate your physicians to keep them excited about their jobs?
- Are there any negatives about this job that I might encounter?

This is not the time to ask about pay or question any of the other job parameters – such as location, shift schedule, etc. The purpose of a phone interview is to get asked back for a personal interview. Certain parameters can be negotiated later.

At Snelling Medical, we have the [resources to help you nail all your interviews](#) – phone, in-person, even Skype! So visit our [Candidate Resource Hub](#), and when you are ready to start, visit [your local Snelling Medical Professionals office](#) today!

By Christiane Soto, _