**LOGISTICAL QUESTIONS**

* What made you interested in this program?
* What made you want to do a residency?
* Tell me about yourself
* What drove you to the profession of pharmacy?
* Tell me about a time you impacted a patient’s healthcare.
* What is your biggest strength (don’t just say it… elaborate on how it will help you with the residency)
* What are some of your weaknesses (don’t just say it! Elaborate on how different aspects of their program will help you to work on this weakness or state how you consider this a weakness but it is also a strength…. always put a positive spin on this!)
* Tell me about the hardest job you have had to perform.
* Tell me about a time you did work you didn’t find valuable and how you dealt
* Where do you see yourself in 5 years? 10 years?
* Are you a team player?
* What was your least favorite rotation and why?
* Tell me about a time when your carefully laid plans were fouled up. How did you react? What happened?
* Describe how you scheduled your time on an unusually hectic day. Give a specific example.
* If you had to live your life over again, what would you change?
* How has your education prepared you for your career?
* What is your least favorite aspect of where you work now?
* What do you think is the biggest issue facing pharmacy today?
* Have you done anything to improve yourself this past year? What?
* Have you read something that’s changed your life?
* If you were stranded on a deserted island, what two drugs would you take with you?
* What do you like to do in your free time?
* What else do you think that I should know about you?
* Why do you think that you deserve the position?
* So, what questions do you have for me? (This has been asked at the beginning of an interview by a program director, be prepared to fill some time with questions)
* Describe what you do to ‘keep up with the literature” and tell me about a recent paper you’ve read or a presentation you have attended.
* What was your most rewarding moment during your job/experience/rotation/etc.?
* What would your coworkers say about you?
* Who among all your mentors has had the most influence on you and why?
* What situation, in our current position, do you wish you had handled differently?
* Give me an example of a conflict you have encountered on your rotations and what you did to resolve that conflict?
* Some of your preceptors will not have Pharm.D degrees, do you have any issues taking directions from someone with a lesser degree?
* Give me an example of a leadership project or position you have been in?
* Give me an example of a team situation you have worked in, what was your role within the team, and did you experience any conflicts?
* What was your favorite non-pharmacy job, and why?
* We all have to bend the rules at one time or another.  Give me an example of when you had to bend the rules and how you handled the situation.
* Give me an example of an instance where you disagreed with how the team handled a specific problem and how you handled the situation.
* Tell me why I should choose you over your peers for this residency.
* How do you handle stress?
* What are your expectations of spending time with your rotation preceptor to be like?
* Why are you pursuing THIS residency?
* If you could design your ideal residency what would it look like?
* How do you handle change?
* What are your career goals?
* What is your philosophy of patient care?
* Why did you pick your particular pharmacy school?
* How much direction do you need/prefer?
* Do you prefer group or individual projects?
* Defn of pharmaceutical care
* What do you think makes you the best qualified for this position?
* Why you over an equally qualified applicant?
* What qualifications make you a strong candidate?
* What qualities do you have that would make you a good resident?
* What specific skills do you have that set you apart from other applicants? We have a lot of strong applicants, what are a couple traits about you that you want us to remember about you and stand out about you?
* How can you contribute to this organization? What contributions do you add to the program (ie enthusiasm, passion, leadership)
* How would you characterize your work ethic?
* How do you handle criticism?
* What makes you angry?
* What do you worry about?
* What do you do in your free time?
* What was the last book you read for pleasure? Tell me about it.
* If I were to ask preceptor X to describe you, what would he or she say? What would a preceptor say about you?
* If you had to describe your personality in 3 words, what would they be?
* What components or traits do you feel are necessary for a team to be most effective?
* If you get $0.01, $1, $100, $10,000, $1,000,000 how would you spend it? –
* What is something your family says about you that isn’t true?
* Tell us something unique about yourself that nobody knows
* How do you handle different types of personalities?
* What would your colleagues say about you?
* Describe your time-management skills.
* Describe a leadership role that you had.
* How do you define being a leader?
* If I were to ask your peers to comment about your leadership style, your leadership strengths, and your leadership weaknesses, how would they respond? What would this discussion tell me about you as a leader?
* Can you describe one challenging life experience that you had to overcome?
* Did you work as an intern during pharmacy school? If so, what type of training exposure (i.e., retail, hospital, research) did you get?
* When it comes to the structure of your typical work day, what learning environment do you find is the most effective for you?
* What do you believe it takes to have a successful career?
* How do you motivate people?
* Tell me about your most significant accomplishment.
* What steps do you take to build an understanding and show empathy with your patients?
* Tell me about another healthcare provider (non-pharmacist) that has positively influenced your professional development.
* Tell me what you know about our company and what interested you in applying here
* What do you think about our mission statement?
* Why did you apply to our residency program? (There’s a lot of different programs, how did you decide on ours?)
* What qualities are you looking for in a residency program?
* What do you plan to do after your residency?
* What is your definition of pharmaceutical care?
* What is your philosophy of patient care?
* What is your definition of a clinical pharmacist? What does the term mean to you?
* What are your overall career goals?
* How will this program help you achieve your long-term goals? What aspects of our program coincide with your long-term career goals?
* What other residencies have you applied to? Have you interviewed at any other residency programs?
* Outside of completing a fellowship or residency, what other steps do you feel you need to take to meet your career goals?
* Who is the most influential person who affected your decision to do pharmacy?
* If you could be a drug, what would you be?
* If you don’t match with a program, what would you do next year?
* What journals do you routinely read? What was the last great article you read? Who was the author?
* Describe a good mentor.
* How do you think you’ll be able to balance all of the requirements of the fellowship?
* How do you see the profession of pharmacy evolving over the next 10 years?
* What are the most significant trends affecting pharmacy?
* While residency is a busy year, we believe everyone should have a life outside of pharmacy. How do you approach work from the standpoint of balancing career with personal life?
* What types of research have you been involved in? How did you manage balancing school and your research responsibilities?
* How do you see yourself fitting into the advancement of the profession?
* How does your degree prepare you to excel as a pharmacist and have a successful career?
* How do you envision keeping current and informed once you are established in your career?

**SITUATIONAL QUESTIONS**

Sometimes (maybe often) you won’t be able to think of a situation that is work-related. But you can think of other kinds of situations (school or volunteer, for example) in which the behavior being asked about was called into play. You may never have had to “fire a friend,” but did you have to confront a non-contributing team member on behalf of the rest of your study group? When you were president of a student organization, did you ever name someone the chairperson of a project, delegate responsibility to that person, and hold him/her accountable? Think about the skills and experiences being asked about regardless of the setting.

You won’t be able to prepare for every question. Take time to think before you respond and, if you don’t understand what is being asked, ask the interviewer to restate the question

* What’s the worst thing you did and got away with?
* Tell me about the best/most favorite teacher/preceptor you’ve ever had. Why? Tell me about your most influential or inspiring instructor and the personal attributes that set this person apart from others.
* Tell me about the worst teacher you’ve ever had. If you look back, is there anything you might have done to change that bad experience?
* You work at a hospital as a pharmacist that serves pediatric and adult patients. There’s a shortage of docitaxel, and you have 2 week supply and won’t have any in for 6 months, what do you plan to do with it?
* Tell me about a recent situation in which you had to deal with a very upset customer or co-worker.
  + CVS insurance lady
* How would you deal with an irate customer?
  + Put myself in their shoes and imagine what I’d like to hear right now: be it appeasement,
* Describe a situation in which you were able to use persuasion to successfully move someone to your point of view
* Give me a specific example of a time when you used good judgment and logic in solving a problem. Give me an example of a time when you used your fact-finding skills to solve a problem.
* Give me an example of a time when you set a goal and were able to meet or achieve it.
* Give me a specific example of a time when you had to conform to a policy with which you did not agree.
* Tell me about a time when you had to go above and beyond the call of duty in order to get a job done.
* Give me an example of a time when you had to make a split second decision.
* Give me an example of a time when something you tried to accomplish and failed.
* Give me an example of when you showed initiative and took the lead.
* Give me an example of a time when you motivated others.
* Tell me about a time when you delegated a project effectively.
* Tell me about a time when you missed an obvious solution to a problem.
* Describe a time when you anticipated potential problems and developed preventive measures.
* Tell me about a time when you were forced to make an unpopular decision.
* Please tell me about a time you had to fire a friend.
* Describe a time when you set your sights too high (or too low).
* Describe a time when you were faced with a stressful situation and how you coped with the problem.
* Give me an example of your typical way of dealing with conflict.
* Tell us about a difficult situation and how you dealt with it
* Tell us about a time you had to work through a recommendation with a physician (aka a time you made a recommendation and what happened)
* Tell me about a time you were asked a clinical question that you did not know the answer to. How did you handle the situation?
* You are educating a patient on a brand new medication and have only 15 minutes before you have to run to a meeting. How would you deal with the patient if he/she has a lot of questions for you?
* Organizations are continually improving policies and procedures to incorporate feedback and also meet departmental needs. Tell me about a time when you’ve had to adjust to a situation that wasn’t what you expected. How did you deal with it? What made the situation difficult? What could have made it easier?
* Tell me about the things that happen in the work environment that cause you the greatest frustration. How do you handle these?
* Tell about a time you took the initiative to promote diversity?
* Talk about challenges/programs you are proud of. Challenge faced in school?
* There was a class on your transcript that you didn’t do as well in. Can you talk about that session?
* Describe a situation in which you found that your team’s results were not up to your professor’s or supervisor’s expectations. What happened? What action did you take?
* Tell me about a time you worked in a team & they weren’t pulling their weight. Describe a time when you worked with a team where a peer was not completing their share of the work. How did you handle the situation?
* Give me an example of a time that required you to use your leadership skills in a way that was challenging.
* Describe a situation in which the leadership demonstrated could have been better. How, as a leader, would you have handled that situation differently?
* Tell me about a project that you handled well and one in which you were not successful. What did you learn from each one?
* Tell me about a time when you had competing priorities. How did you approach the situation, and what was the final outcome?
* Describe a time when you had to overcome an obstacle in a creative manner.
* Describe an experience where you were able to teach someone something new.
* Describe a time you had to motivate yourself to do something you didn’t want to do.
* At one time or another, all of us are misunderstood by others. Give me an example of a time when this has happened to you. How did you respond?
* Give an example of when you were able to successfully apply information technology in order to identify a solution to a clinical question or problem.
* Are there choices you are making now in order to accommodate for the changes you anticipate in our profession? Please give an example.
* Tell me about your most successful presentation. Who was the audience? What made it so successful?
* Tell me about a time when you disagreed with a decision by your boss, preceptor, co-worker. Why did you disagree? What did you do about it?
* Describe a situation where you had to arrive at a compromise or guide others to a compromise.
* Describe a situation in which you experienced exemplary leadership being demonstrated. What did you learn from that situation?
* We all have downtime in our jobs. Tell me about a downtime at work or during a rotation, why you had it, and what you did with that time.
* Describe a situation where you were forced to make a quick decision. In hindsight, would you have made the same decision? If not, how would it be different now?
* Tell me about a time when you created agreement and shared purpose from a situation in which all parties originally differed in opinion, approach, and objectives.
* Describe a negative experience you have had with either a co-worker or a patient. How did you handle the situation? What was the outcome?
* Give an example of when you were able to make an impactful contribution to a team, committee, or group.
* Describe a time where you anticipated potential problems in a patient’s medication plan and were able to make appropriate interventions.
* Tell me about a time where you showed initiative and took the lead on a project.
* Give me an example of a time when you were able to successfully communicate with someone despite difficult circumstances.
* Sometimes we can identify a small problem and address it before it becomes a much bigger problem. Can you provide an example of how you have done this?
* Tell me about a situation where patießnt care was impacted (either positively or negatively) by a team’s ability to work together.
* Have you ever had a major conflict with a doctor/patient? If so, how did you handle it?