



Non-CME Webinar Series

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first Tuesday of the month

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Interview Tips

What to Ask, and What Not to Ask

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Disclosures

- CEO/President, Vanish Therapeutics, Inc.
- Designated Pain Specialist, Pittsburgh Steelers



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Basics

- These tips are my subjective advice
- No one-size-fits-all approach
- Advice varies dramatically based on who you talk with



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Interview Preparation and Strategies



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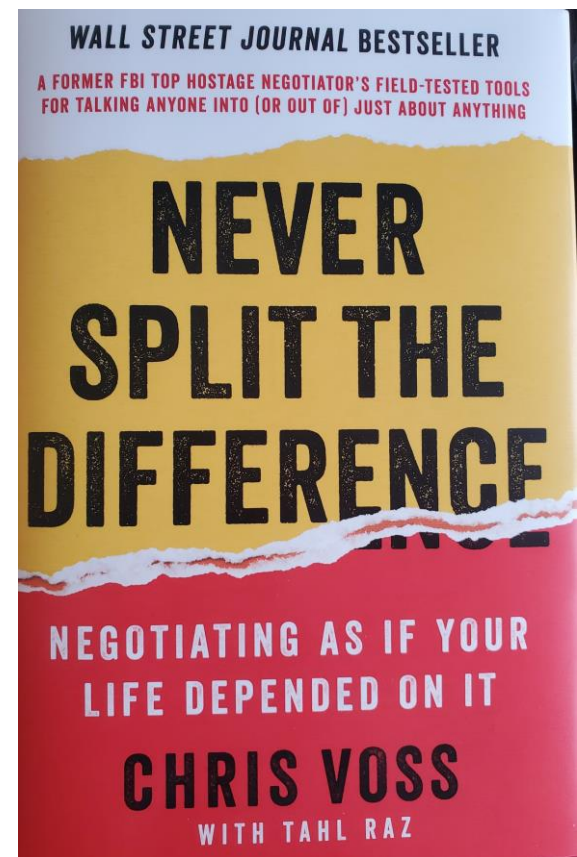
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Interview Preparation

- First Interview
- Second Interview
- Third Interview (maybe)





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Principles

- Honesty is always best
- Your potential employer will be marketing themselves to you



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First Interview

- Your chance to sell yourself
- Have a story (they are certainly selling hard to get you)
 - “I have always wanted to be in this part of the country”
 - “I have always wanted to work in this type of practice environment”
 - “I think the way this department works is very close to what I have always wanted”
- Always overdress if the dress code is unclear, even if virtual
- Acknowledge their time commitment



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First Interview

- Even if you are only mildly interested, appear eager and interested but not fake
- Things not to ask about within first 30 minutes:
 - Vacation time
 - Call schedule
 - Is the practice making money?
 - Salary
 - Non-compete agreements



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First Interview

- Ask questions that portray your interest and enthusiasm in a very positive light:
 - “I love a team player atmosphere. Will I have an opportunity to work and train others as well as learn from others?”
 - “I know there is no residency program here, but will there be other trainees I will have an opportunity to teach?”
 - “I am always interested in advancing my knowledge. What are options for mentorship especially during my first year?”
 - “I have a strong interest in continuing to build my knowledge. Will I have protected time for national conferences/poster presentations/manuscripts?”
 - “I really want to focus on being a superb, safe, superior clinical physician my first 6 months. Are there any protections in salary during this period to allow me not to have to worry about income?”



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First Interview

- Be able to succinctly summarize everything on your CV
- The most talked about part of your CV is usually a part you quickly put together:
 - Hobbies
 - Interests
- Virtual interview suggestion: have a copy of your CV pulled up on your desktop to screenshare if needed
- One-on-one dinners (and interviews): the main reason is to see if they like you and mesh with your personality, not to turn it into a rundown of your CV



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First Interview

- Make sure you leave understanding exactly how the next point of communication will happen
 - Will they email you? When will this happen? “Are you ok if I email you in two weeks if I haven’t heard from you?”
 - Always respond to emails within 24 hours, even if its not an answer and you’re just thanking them for sending the message



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Second Interview

- This is the time to ask the questions that aren't as appropriate for the first interview
- Be honest with any concerns you have (salary, geography, significant other liking the area or jobs available, etc)
- If they ask for what salary you are expecting, a salary range is more helpful than a specific number
- If you are interviewing at multiple places, now is the time to let them know



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Third Interview/Email Follow ups

- Always counter-offer (private practice)
- Remember the first counter offer dollar amount you make often sets the final price you'll end up with
- Academic “fixed salary” job: negotiate whatever is left on the table



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Third Interview/Email Follow-ups

- If salary is not an option to negotiate, then try to negotiate something else (not everything):
 - Medical school debt
 - Sign-on bonus
 - Paid time off
 - CME expenses (hopefully at least \$2,500-\$5,000)
 - CME time off (1 week or more)
 - Moving costs (0-\$15,000)
 - RVU structure
 - Lab coats
 - Lead vests/lead glasses



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Third Interview/Email Follow ups

- Tread lightly:
 - Negotiating the number of years of a non-compete
 - It may be possible to “shave down” the miles a bit with a skilled approach
 - Asking to see a practice’s financials
 - A better way to say this: “I certainly wouldn’t expect you to share specific financial data with me, but is the company in the black or in the red? I am interested in joining this practice long term and I want to join a stable organization.”



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Turning Down a Position

- Don't burn any bridges, regardless of where you want to end up
- Always politely turn down a position, in a timely manner, don't just ignore the offer



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Has Too Much Time Passed?

- If you haven't heard anything in two weeks, call (best) or email (second best) to inquire about status and your continued interest



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