



APPENDIX C

Potential Questions Asked of You During Residency Interviews

■ *Personality related*

- What qualities do you possess that would make you a good resident?
- What qualities would you like to improve on as a resident?
- What are your short-term (e.g., 2-5 years) and long-term goals (e.g., 10 years)?
- What three words would your best friend use to describe you?
- Do you prefer to work individually or as part of a group?
- Describe a difficult situation you encountered and how you handled it.
- If you had to critique your own performance, where could you improve?
- What do you think is your greatest strength?
- Tell me about a time you failed and what you learned from it.
- Tell me about a time that, despite your efforts, did not have a favorable outcome and what you learned from it.
- Tell me a good joke.

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- If you could only save three possessions from a house fire, what would they be?
 - Describe a situation in your professional career where you felt *stressed* or encountered *conflict*. *How did you handle the situation?*
 - What do you like to do for fun?
 - How do you manage or relieve stress?
 - Why are you the best candidate for this program?
 - What motivates you?
 - Who inspires you?
 - How would you adjust to the weather (cold or warm)?
- **Professionally related**
- Why did you choose a career as a pharmacist?
 - Why do you want to do a residency?
 - Why are you interested in our program? *versus* Why did you choose to apply to this program?
 - Where do you see yourself after completing the residency?
 - What areas of pharmacy most interest you?
 - Are you considering a postgraduate year-2 (PGY-2) residency or fellowship? If so, in what specialty?
 - Teach me something in 2 minutes.
 - Describe how pharmacy practice is changing and what you see as being relevant for the future.
 - What do you see as the largest challenge for the pharmacy profession right now?
 - What is the single most important facet of interpersonal communication?
 - Tell me something that is current in pharmacy.
 - At what time would you expect to start and end your day as a resident?
 - Describe your experiences as a member of an interprofessional team.
 - What can you offer our program that other applicants cannot?
 - Would you consider yourself to be innovative? Why or why not?
 - Are you an introvert or an extrovert and how does that impact your approach to direct patient care?
 - How do you envision the role of the pharmacist in the patient-centered medical home?
 - How has technology and automation impacted the profession?
 - Given (example scenario), how would you approach the situation?

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- Describe your time- and project-management skills.
- Describe a leadership role that you held. What impact did you have on the organization that you led?
- How do you define Medication Therapy Management?
- Define and describe the Pharmacists' Patient Care Process.
- What is your definition of transition of care? Describe the role of the pharmacist in transition of care.

■ **Experiential**

- What is your definition of a clinical pharmacist?
- What was your favorite advanced pharmacy practice experience (APPE) and why?
- How could you have improved your least favorite APPE?
- Describe your favorite or most memorable patient.
- Describe your most memorable experiences from APPEs.
- If I were to ask preceptor X to describe you, what words would he or she use?
- Who was your favorite preceptor and why?
- Describe or discuss the most interesting medical journal article you have recently read.
- Why are critical thinking skills an important quality in a clinician?
- Describe a conflict with a preceptor or another member of the healthcare team (e.g., attending physician, intern resident, nurse) and how you approached and resolved the conflict.
- Describe the most significant contribution you made to a patient's care this past year.

Source: Some questions are from Mancuso C, Paloucek F. Understanding and preparing for pharmacy practice residency interviews. *Am J Health-Syst Pharm.* 2004;61(16):1686-1689. ©2004, ASHP. All rights reserved. Adapted with permission.