

Tips for Phone Interviews:

GOAL: *to learn about the practice, position, needs of the group/hospital.*

Good questions to ask:

- Anything about patient volume or where you could expect referrals to come from
- Do you have a marketing plan or something to let the community know I'm there now?
- Where do you envision the practice going? How can I help with that vision?
- What do you see my role looking like/ what are your expectations?
- Has there been any turnover?
- What is the culture like on the neurology team?
- Is there any APP support? How are they expected to work?
- How many patients would you be expected to see in a day? How are appointments scheduled (how much time for new patient/ follow-up visit/ etc)?
- Academic: research expectations? Protected time?

When can you ask about money, vacation, and benefits?

First phone conversation: learn about the practice, position, needs of the group/hospital.

First visit: learn about the practice, the needs of the group, and get to know the people.

Second visit: appropriate to ask about money/benefits/CMEs

Offer letter: vacation and benefits will become clear. If it isn't clear, you can clarify it then.

As much as you might want to: DO NOT bring up money on the first phone conversation or first site visit! **Let the practice fall in love with you!**

We have seen practices raise the compensation substantially for a candidate they love. You don't want your first impression to be "money hungry".

Be yourself, be engaged, ask questions, and let your recruiter know how the call went!