



## Potential Interview Questions for Practice Pharmacists

Candidates Name.....

	Who?	Questions/Selection Criteria	Interview Response
1		<b>Settling in Questions</b> a: Tell us about your career path and why you followed this particular career path?	
		b: What is your experience of working in a clinical setting (other than community pharmacy)?	
		c: Tell us about your experience of medicines optimisation using examples wherever possible	
2.		<b>Commitment to this area of practice?</b> a: What attracted you to this Job?	



		b: What do you know about the role of a GP practice pharmacist?	
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		c: What attracted you to this particular role our practice/s?	
		d: What challenges do you think will affect general practice in the next 5 years which could have an impact on the role of GP practice pharmacists?	
<b>3</b>		<b>Planning &amp; Organising</b> a: How do you organise your workload?	
		b: How do you manage stress? Explain using examples to illustrate.	
<b>4</b>		<b>Teamwork</b> a: In our practice/s being part of a cohesive team is something we have strived for and achieved. How would you integrate yourself into our team?  Do you have any novel ideas to galvanise this team further when we don't all work under the same roof?	<b>Integration</b>  <b>Ideas</b>
		b: What makes a good team? Give an example of a 'good' team you have been part of or lead.	



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5		<p><b>Managing Conflicts</b>            a: Give me an example of when you have had a misunderstanding with a colleague? How did you solve the problem?            b: How about a conflict with a colleague or a patient?</p>	<p><b>Misunderstanding</b></p> <p><b>Conflict</b></p>
6		<p><b>Communications</b>            Can you describe a scenario where communications led to either a good outcome?             Or a bad outcome?</p>	<p><b>Good</b></p> <p><b>Bad</b></p>
7		<p><b>Flexible Approach to Work</b>            a: Give me an example where you have gone 'that extra mile' for the benefit of a work organisation?</p>	
		<p>b: One of our Business Aims is to have a good work/life balance – how would you maintain this balance and still meet the needs of the practice you work in?</p>	
8		<p><b>Clinical Governance</b>            a: What do you understand by Clinical Governance?</p>	
		<p>b: Tell us about a complaint or significant</p>	

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		error/event that you have had to deal with recently?	
9		<b>Evidence based practice</b> a: How do you decide what is best practice in a given condition/therapeutic area?	
		b: What is the role of SUs in the management of type 2 diabetes?	
		c: What is the role of inhaled steroids in the management of COPD?	
		d. What are the key questions you should ask at an asthma review?	
		e: What are the key red flag signs and symptoms of high BP?	
		f: You find out that some new guidelines have been published in the area of hypercholesterolaemia – how would you check that the practice’s management of patients is in line with the guidelines? How would you persuade the GPs and	



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		the patients that change is necessary	
10		<b>Special Interests</b> a: Do you have any specialist areas of interest, or are there any which you would like to develop? How would you go about developing your scope of practice?	
11		<b>Personal Qualities</b> a: If I asked your manager /colleagues etc what your biggest strength was, what would they say? And what would they say your biggest weakness was?	<b>Strength</b>  <b>Weakness</b>
		b: If I asked a friend of yours to describe you – what would they say?	
		c: What are the things that you find challenging about your work?	
		d: What are the things you enjoy about your work?	



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<b>12</b>		<b>General</b> a: We have had a fantastic response to our vacancy – why are you the right person for the position?	
		b: Professionally - where do you see yourself in 5 years time? 10 years time?	
		c: How do you keep up to date?	
<b>13</b>		<b>CV Questions:</b> Ask any questions from CV including:	
<b>14</b>		<b>IT skills</b> a: Microsoft?  b: GP systems?	



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<b>15</b>		<b>General House Keeping Questions</b> When could you start? (notice period)  PT or FT?	<b>Start</b>  <b>PT or FT</b>
<b>16</b>		<b>Any questions for us?</b>	