

Interviews can help ensure physician candidates fit culture

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helpful to ask whether the candidate has any questions for the interviewer to determine whether the candidate has interest in the practice.

"A critical step when hiring a physician is to do your homework to understand what's important to your own [practice](#) and what is the culture of the medical group," Jack Chou, M.D., a [physician](#)-in-charge at Kaiser Permanente Baldwin Park in California, said in the article.

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(HealthDay)—In preparing to interview to hire a new physician, practices must understand their own cultures, according to an article published in *Medical Economics*.

According to the article, there are five questions that can help a practice ascertain whether a physician candidate will indeed meet practice-specific criteria.

Asking a candidate to talk about their background can help ensure the candidate's self-report matches their résumé. Asking why a candidate chose a medical career should result in an answer that reflects the candidate's values and goals and gives some insight about how they will provide services beyond clinical skills. Asking a candidate why they are interested in the specific practice helps determine the candidate's motivation and due diligence in preparing for the interview. Behavior interviewing with real-life situations rather than hypothetical what-if scenarios helps elucidate whether a candidate is a good fit. Finally, it is

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