



Interview Questions to Assess Empathy, Collaboration & Resiliency

Entry-Level Hire

1. Tell us about yourself and why do you want to work here.
2. What do you think are key qualities of people who work in healthcare?
3. What is something that you've recently achieved that you are proud of?
4. What skills are you most excited to develop?
5. Tell us about a time when you could have done something better.
6. Tell us about a situation when you depended on someone else to accomplish something.
7. What's something you're good at, and how did you develop that skill?
8. What would you like your teammates to know about you?

Mid-Level Hire

1. Tell us about yourself and why you want to work here.
2. What has been an achievement or success that makes you feel good? How did you achieve it?
3. What would you change about your current or previous job?
4. What do you love most about your current or previous job?
5. What skill(s) do you feel you still need to develop?
6. What values of your past or present employer most align with yours? Why?
7. Tell us about your experience working as a team. What roles did you serve? What challenges did you face, and how did you overcome them?
8. Tell us about a time when you did something positive that wasn't in your job description.

Senior-Level Hire

1. Tell us about yourself and why you want to work here.
2. How do you create a sense of belonging?
3. How do you support others that may be struggling to accomplish a task?
4. Tell us about a stressful situation and how you managed it.
5. How do you stay grounded when life and work get overwhelming?
6. What is the most important thing about using empathy in the workplace?
7. How would you describe the relationship between empathy and leadership?
8. What do you find most challenging about working with different people?

Sources:

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