Interview Protocol/Questions

Interview Questions

1. Please tell us about your job.
   a. What does a typical shift look like for you? (skills/time constraints)
   b. What are some of the things that you like best about your job?
   c. What are some of the things that you like least about your job?
   d. If you could change anything to make your job easier and your outcomes more successful, what would it be?
   e. How do you define success in your position?
   f. Can you tell me more about supervisory roles? How are individuals’ performances evaluated in a role like the one you fulfill?

2. I’ve heard you have to set yearly goals. Can you tell me about the goals that you set when last required?
   a. What factors affect your goals?
   b. Can you describe how you evaluated yourself with regard to your last goal?
   c. Tell me about a time where you made a goal and reached it. What factors helped you to reach it?
   d. Tell me about a time where you made a goal and didn’t reach it? What factors held you back?

3. I’ve also heard that the hospital/clinic has a Value Summary form. What can you tell me about it?

4. How do you use the improvement plan? Have you been instructed on how to use the improvement plan? Tell me about it.

5. Can you describe the kinds of training the hospital/clinic has provided to you on the improvement plan?
   a. What was a positive part of the training?
   b. What part of the training would you change?

6. Is there anything else you’d like to tell us?

Thank you for your valuable time and know how helpful your information is to us.
If something comes up, and we have more questions, is it ok if we get in contact with you again?

Secondary Questions

1. What do you think the company can do to help with setting goals?
2. What does a good goal look like for you?
3. What does a poor goal look like to you?
4. What would you say is the key difference between a good goal and a poor goal?
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