



Frequently Asked Interview Questions

In an interview one can expect certain questions to be asked. The main categories of questions are introductory questions, behavioral questions, and situational questions. Below is a brief description of each category followed by a list of commonly asked questions.

Introductory Questions

Introductory questions should be relatively easy to answer as they are all about you, your experience, and your interest in the role. Helpful tips to prepare for these questions are to re-read your cover letter or letter of intent before an interview and to reflect on the questions listed below.

- Tell me about yourself. (Think of your elevator pitch)
- Why are you applying for this position?
- What interests you about this position?
- What are your strengths? What are your weaknesses?
- What are some areas of improvement you would like to work on in the next year or so?
- What qualities do you have that make you stand out from other candidates?
- How would your friends/co-workers describe you?
- What do you do outside of work?
- What has been your biggest achievement (during pharmacy school)? What are you most proud of?
- Why should we choose you for this position?
- What do you want to accomplish in the next year?
- What are your short and long-term career goals?
- What kind of calendar do you keep or how do you manage your time?

Behavioral Questions

Behavioral based questions are asked to assess how you have handled situations in the past. Reflecting on previous experience in pharmacy school and your career as a pharmacist can help you more easily recall past situations when answering these questions. In most behavioral based questions, there are common topics in the information an interviewer is trying to assess. These topics are stress management, conflict management, goal setting, teamwork, coping with failure, and accountability. Below is a simplified list of questions but know that there are plenty of ways someone can ask about each of these topics.

- Describe a stressful situation and what you did to manage or improve it.
- Describe a time you disagreed with a colleague.
- Describe a time you had a conflict with your preceptor or boss. What was the conflict? How did you try to resolve it? What was the result of your conflict resolution?
- Do you prefer working alone or in a team environment? Why?
- Tell me about a time you missed a deadline. How has your organization or processes changed because of it?
- Tell me about a time you went above and beyond for work.

Situational Questions

Situational questions, also called hypothetical questions, provide a scenario and ask the applicant how they would navigate this situation. Typically, the hypothetical situations are ones you would encounter in the role you are interviewing for and while they help the employer see how you would perform in the role, they can help you determine if this role is a good fit for you. Some situational questions can involve problem-solving and handling difficult issues in the role.

These questions can be very dependent on the role for which you are applying, i.e., a position that involves patient care might propose different situations than a role without patient care. To help you beyond our list of questions, think about what common situations will be in that role, and reflect on how you would react. For example, if you work with patients, think about how you will explain a new medication to a patient, or why a medication may not be available quite yet. If you are working with other healthcare professionals, think about how you have interacted with them in the past and how it will help you in this role to continue collaborating with them.

If you know your boss is 100% wrong about something, how would you handle it?

How would you handle it if the priorities for a project you were working on were suddenly changed?

You notice a new employee, who recently completed training, is performing a task incorrectly. What do you do?

What would you do if you made a strong recommendation to your team, but your colleagues decided against it?

What would you do if an important task were not up to standard, but the deadline to complete it had passed?

What would you do if you were assigned to work with a difficult patient or client?

You realize that a mistake, caused early on in a project, will cause you to miss a deadline. What do you do?

You are unable to work on a group project because you are waiting on work from a colleague. What do you do?

Additional Resources

List of Sample Questions

Pre-Residency Track (PRT) Interview Questions- PRT Blackboard page

Behavioral Based Questions from Dr. Ashlee Kleven Hayes- KCES Blackboard Page

Behavioral Questions- <https://www.thebalancecareers.com/behavioral-job-interview-questions-2059620>

Situational Questions- <https://www.betterteam.com/situational-interview-questions>

Mock Interviews

PRT Mock Interviews- PRT Blackboard Page, held in January.

On Demand Mock Interviews- email Pamela Hite at phite@cop.sc.edu