

WIN MORE PHYSICIANS: 6 TIPS FOR A BEST-IN-CLASS INTERVIEW PROCESS

Key Findings from our 2020
Physician Interview Experience Survey

1

COMMIT TO A SINGLE, COMPREHENSIVE ON-SITE INTERVIEW THAT IS CUSTOMIZED FOR THE CANDIDATE



Be sure to also consider any family members and don't shy away from scheduling a two or even three-day interview. You're more likely to win over the candidate in a single interview experience than you would be if you scheduled multiple interviews. In fact, 68% of candidates accepted their position after one interview.

2

DESIGNATE KEY PLAYERS IN THE INTERVIEW PROCESS



Include senior leadership who can sell the vision, peers who will make the candidate feel welcome, and community partners who can ease the transition for the physician's family. Our survey data shows that most often, physician partners, practice managers, and CEOs are part of the interview process.

3

GENERATE FEELINGS OF COLLEGIALITY, EXCITEMENT, AND A SENSE OF BEING WELCOME



When the interview team ensures that a candidate is comfortable, welcome, and has the full attention of those doing the interview, they will be more likely to respond to your offer in a positive manner. Of those respondents who quickly decided they wanted the position, 82% described their feelings as "Excited."

4

CLEARLY COMMUNICATE THE SHARED VALUES AND MISSION OF YOUR ORGANIZATION



As physicians have more choices in practice opportunities, they are more often inclined to seek out organizations that are culturally aligned with their values. According to our survey, physicians who decided to accept the position on the way home cited their alignment at 9.29 on a scale of 1 to 10.

5

TAILOR THE COMMUNITY TOUR TO THE CANDIDATE AND THEIR FAMILY



Incorporate the family's personal needs, hobbies, and desires into the community tour. Introduce real estate, banking, educational, religious, and other leaders, as well as schedule time for the candidate and family to imagine living in your community. Interestingly, only 56% of candidates received a community tour, but 82% indicated that the tour positively influenced their decision.

6

DELIVER AN OFFER WITHIN A WEEK OF THE INTERVIEW – IF NOT THE SAME DAY OR THE FOLLOWING.



Any longer, and you risk losing the candidate. Of those who decided to accept on the way home, 61% received a written offer within seven days.

Get more insight by downloading the
[2020 Physician Interview Experience Survey](#)

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