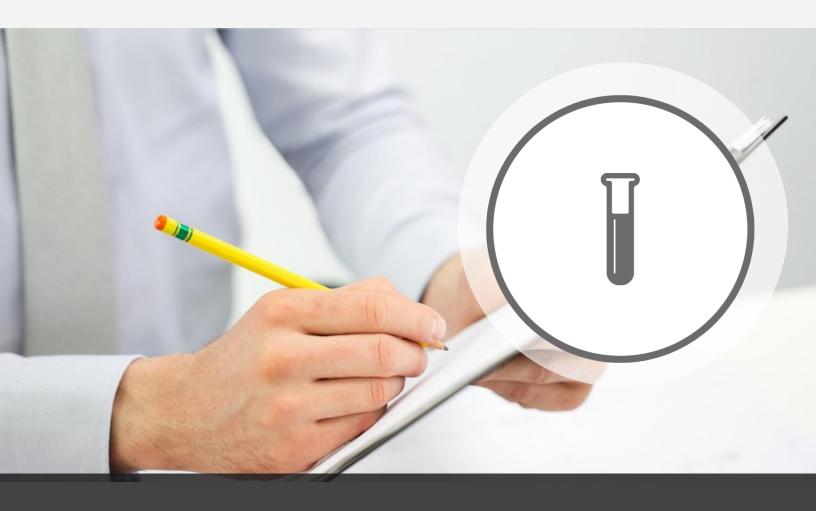
# CAREER AND LIFE PLANNING SAMPLE





Sample Physician Candidate AIM Evaluation Form



Your qualifications speak for themselves. Learn what employers look for beyond qualifications.

## Sample Physician Candidate Evaluation Form

Perception is reality! Learn about some of the qualities and characteristics that interest employers most by putting yourself in their shoes.

### **Objectives:**

#### By the end of this exercise the participant/candidate will be able to:

- ➤ Identify common qualities, characteristics and other criteria employers evaluate candidates on.
  - ✓ The participant/candidate will learn to evaluate and analyze their personal and professional qualities and characteristics against the sample[s] from a potential employer's perspective.
  - ✓ Formulate and implement strategies to address weaknesses or gaps and/or redirect/deflect focus to areas of strength





### **How to Use This Tool:**

- 1. Review the sample.
- Note the types of criteria and attributes that employers commonly look for in potential candidates.
- 3. Rehearse for your interview(s) from the potential employer's perspective.

TITLE	RESOURCE NO.
Organizing and Customizing Interview Questions	E-21
Preparing for an On-Site Interview	E-22
Sample Interview Questions to Ask the Employer	S-13



#### **Physician Candidate Interview Evaluation Form**

Candidate's Name:	
Specialty/Position:	
Interviewer:	
Date:	

Please evaluate this candidate in the following areas by checking the appropriate box and include details and/or comments in the spaces provided.

Criteria	Outstanding	Above Average	Average	Below Average	Unacceptable
First Impressions:					
Comments:					
Professional Appearance:					
Comments:					
Practice Style Philosophy					
Comments:					

#### **Physician Candidate Interview Evaluation Form (Continued)**

Criteria	Outstanding	Above Average	Average	Below Average	Unacceptable
Level of practical experience:					
Comments:					
Interpersonal Skills					
Comments:					
Ability to Communicate:					
Comments:					
Attitude and Enthusiasm:					
Comments:					
Goals and Ambition:					
Comments:					
Interest in Community Position:					
Comments:					

#### **Physician Candidate Interview Evaluation Form (Continued)**

Criteria	Outstanding	Above Average	Average	Below Average	Unacceptable
Ability to be a Team Player:					
Comments:					
Leadership Skills:					
Comments:					
Ability to Communicate:					
Comments:					
Attitude re: Pt/Customer Satisfaction					
Comments:					
Overall Appraisal:					
Comments:					

#### **Physician Candidate Interview Evaluation Form (Continued)**

**Additional Comments:** 

RECOMMENDATION:	
Recommend an offer be made	
Second interview suggested	
Not recommended for further consideration	
INTERVIEWER'S SIGNATURE:	Date:
PLEASE RETURN TO:	
John Doe, VP President of Physician Services	
Jane Doe, Medical Director	
Sally Doe, Director of Physician Recruitment	



