

NURSING JOB INTERVIEW TIP SHEET

We are excited you are being proactive about your upcoming interview for PBA's Pharmacy program. Career Development has developed this tip sheet to assist you as you prepare. The below advice is a combination of best practices for interviews and the advice of Assistant Dean of Students, Gregory School of Pharmacy (GSOP), Dr. Jay Jackson.

What you should know about the interview process:

"Our interview process is not very intimidating. Our main goal during the interview is to get to know the student and allow the student to get to know us (the Pharmacy faculty)." ~ Dr. Jay Jackson

- The interviewers want you to succeed!
- Try to view the interview as just a conversation. Let it be natural. You may feel nervous, which is normal, but see if you can approach the interview as a formal conversation between you and individuals you are just meeting.
- This is your chance to interview the faculty as well. It is an opportunity to see if you think you are a good fit for the Pharmacy program. Notice if you get excited or feel reluctant about this choice of career.
- Practice! The best way to prepare is to practice.
- Pray! Partner with God in the interview process. Ask Him to calm your nerves and receive His peace. We also find it helpful to ask the Lord to remind you of examples throughout your life that might serve as great examples to use as answers to the interviewer's questions.

What you might be asked:

The below are a sampling of questions you may be asked during your Pharmacy interview.

Fit with GSOP Culture and Mission:

We recommend you do a little research and learn about the mission and culture of PBA's Pharmacy program. You can do this a number of ways including looking on <https://www.pba.edu> and by talking to current or former GSOP students and faculty.

- PBA is a Christ-first institution. Although GSOP students do not have to be Christian in faith, how comfortable are you with attending a Christ-centered program where faith is intentionally integrated into the pharmacy curriculum?
- In addition to courses directly related to the field of pharmacy our faculty often pray with students and share scripture, is this something you would be comfortable with?
- One of the program requirements for all GSOP students and an important part of the ethos of our program is chapel attendance. Are you willing to participate in this?
- Tell us about a time when you served another person or group when not expected to or when above and beyond the call of duty.
- How do you define servant leadership?
- What do you believe you bring to this program in terms of contribution to others?
- What are aspects of servant leadership that you believe are important and how are they demonstrated in your life?

Verbal and Non-verbal Communication Skills:

Often these skills are demonstrated in how you answer the questions and not by direct answers to questions about communication. Below are a combination of tips and questions you may be asked regarding this competency.

- Watch using filler words: e.g. Um, uh, like.
- Try not to fidget. Twisting in your seat, tapping your fingers, twirling hair are all examples.
- Sit with a straight posture. Legs together and feet flat or legs crossed at the ankles. Hands relaxed on your lap.

- Display controlled enthusiasm. Sometimes when individuals are nervous they may laugh a lot or inappropriately. Others have resting faces that can be misinterpreted as sad or angry. Maintain a relaxed face and smile when appropriate.
- Keep answers concise and to the point. Try not to ramble on and on.

Verbal/Nonverbal Communications Questions they might ask:

- Do you prefer written or verbal communication? or Describe your communication skills.
- Describe a time when you had to be careful talking about sensitive information. How did you do it?
- Is it more important to be a good listener or a good communicator?
- What challenges have you faced in communicating with your superiors? How did you approach these, and what was the result?
- Describe a time when you had to express your ideas in a meeting.
- Do you proofread and edit your emails before you send them out?

Fit with Pharmacy as a Profession:

Each one of us has a God-given design. The GSOP faculty are committed to ensuring their students are called to empower others to live healthier lives. The below questions help both you and the GSOP faculty to identify if your call to the field of pharmacy is aligned.

- Tell me what you know about our pharmacy program.
- We have rigorous courses that are designed to help you be the best pharmacist upon graduation. Knowing that this is a rigorous program, and there will be times that you want to give up, what might you do to encourage to help you through those times?
- What coping skills or managing skills do you rely upon when you are struggling with a difficult course?
- Tell us about a time where you were doing poorly or really struggling with an academic course, what did you do?
- Tell me a bit about why you want to be a pharmacist.
- Tell me what you know about the field of pharmacy and the types of ways a pharmacist can practice?
- What are you looking forward to in this program?
- What about our program might raise concern/worry?

About your Application & Academic Preparation:

- If you failed a course (once or more than once) – tell us about this course and how you might have done things differently.
- If you had a really bad semester – it looks like according to your transcripts you had a really tough semester. Tell us about that semester and what you think made it so difficult.
- It looks like you struggled during this particular semester, could you tell us a little bit about why?

Additional Questions, many of which are behavior-based questions:

We suggest practice these types of questions using the STAR Interview Method. STAR stands for Situation, Task, Action, Result. It is a way to answer questions that are seeing to understand how you performed in the past in order to predict future performance. See our tip sheet on the STAR Interview Method for more assistance. Below are sample behavioral based questions which may be asked.

- Tell me about a time you were working in a team and experienced conflict, how did you respond?
- Tell me about one of your strengths?
- What would you say is one of your weaknesses or areas of improvement?
- Share with us about a difficult circumstance and how you handled it.