

Interview Tips Series: Part 2 – A Comprehensive List of Interview Questions for Pharmacists

Steven Kheloussi, PharmD, MBA, FAMCP

By now, I hope you've read Part 1 of our Interview Tips Series: **How to Answer Common Interview Questions for Pharmacists**. That article covers common types of interview questions and what interviewers tend to look for with your responses. Below is a curated list of 85 common (and maybe some less common) interview questions to help you get started in preparing for job interviews.

Questions about Your Interest

1. Tell me about yourself.
2. Why did you choose to look for roles in this field?
3. Why did you choose pharmacy as a career path?
4. Why did you choose to apply for this position?
5. Why did you choose to apply with our company?
6. What do you look for in a job?
7. What aspects of this role are most exciting to you?
8. What prompted you to look for a new job?
9. What did you like about your previous job?
10. What did you dislike about your previous job?

Questions about You

11. What are your strengths?
12. What are your weaknesses?
13. What are your professional values?
14. If someone were to describe you, what traits or attributes would they discuss?
15. Where do you see yourself in 5 years? How about in 10 years?
16. How can this job help you achieve your goals?
17. What makes you a good fit for this job?

18. What separates you from other candidates?
19. How do you define success?
20. How do you define efficiency in the workplace?
21. What motivates you?
22. Tell me about [*insert anything from your resume or curriculum vitae here*].
23. Do you prefer routine work or doing something different each day? Why?
24. Are you more informal or formal in the workplace?
25. Are you a big-picture person or are you more detail-oriented?

Questions about Working with Others

26. Do you prefer working independently or as part of a team? Why?
27. What traits do you look for in others when working on a team?
28. Tell me about a time you had to work with someone you didn't get along with. What was the project? How did you approach the situation?
29. Tell me about a time you worked with a difficult or angry colleague.
30. Tell me about a time when you had to resolve conflict between others.
31. Tell me about a time you didn't agree with a decision that was made. How did the decision impact you? How did you respond?
32. How do you handle situations in which you receive different direction from different leaders?
33. Tell me about a time you worked effectively as a member of a team.
34. Tell me about a time that a team you were on worked together effectively.
35. Tell me about a time when one or more team members didn't carry their weight for a given project. What was the project? How did you handle it?

36. Tell me about a time you worked with someone who had a different work style than yours. What made your work styles different? How did you adapt to each other's work styles to produce a quality outcome?
37. Tell me about a time you were working with others and didn't agree on the direction of the project.
38. Tell me about a time you positively impacted a colleague's life.

Questions about Patient Interactions

39. Tell me about a time you positively impacted a patient's life.
40. Tell me about a time when you went above and beyond for a patient.
41. Tell me about a time you worked with a difficult or angry patient.
42. Tell me about a time you managed a complex medication regimen for a patient. What impact did this have on the patient?
43. Tell me about a time you had to counsel a patient on a complex medication or procedure.
44. Tell me about a time you didn't agree with a decision a prescriber made regarding a patient's care.

Questions about Change

45. Tell me about a time a company you were working for went through a change. How did it impact you? How did you respond?
46. Tell me about a time you instituted a change in the workplace. What prompted the change? What were the outcomes?
47. Tell me about a time you instituted a change in your professional life. What prompted the change? What were the outcomes?
48. Tell me about a time you had to be adaptable in the workplace. What was the situation? Did this impact how adaptable you were in other aspects of your career?

Questions about Leadership

49. How would you describe your leadership style?
50. Tell me about your leadership experience. What leadership positions have you held? Were they volunteer or elected positions?

51. Tell me about a time you showcased leadership skills within a leadership role.

52. Tell me about a time you showcased leadership skills outside of a leadership role.

Questions about Time Management

53. How do you stay organized?

54. Tell me about a time you showcased strong time management skills.

55. Tell me about a time you were overwhelmed. How did you handle the situation? What was the outcome?

56. Can you share a time when you were busier than normal? How did you manage the workload? How do you respond to periods of abnormal stress?

57. How do you balance competing priorities?

58. How do you prevent yourself from becoming burned out?

Questions about Other Core Skills

59. Tell me about a time you showcased large project management skills.

60. Tell me about a challenging problem you had to solve. How did you approach the situation? Have you used this approach in other situations since then?

61. Tell me about a time you showcased strong creative thinking skills. Why did the situation call for creative thinking? What previous experience helped you come up with the creative solution?

62. Tell me about a time you had to make a difficult decision.

63. Tell me about a time someone didn't communicate clearly with you. How did you approach the situation?

64. Tell me about a time you didn't communicate clearly with someone. How did you realize you hadn't communicated clearly? How was it resolved?

Questions about Feedback

65. Tell me about a time you had to deliver hard feedback.

66. What was the hardest feedback to hear that you have ever received? Did you agree?

67. What is the most valuable feedback you have ever received?

68. What's the best professional advice you've ever received? How do you use it in your day-to-day responsibilities?
69. Tell me about your self-reflection process. Provide an example of how your self-reflection process has helped you institute meaningful change.
70. Tell me about a time you mentored someone. How did it go? What did you enjoy about it?

Questions about Your Hits and Misses

71. Tell me about a time you struggled with a project. What was the scope of the project? How did you resolve the situation?
72. Tell me about a time you were proud of the work you did. What was the situation? What made you particularly proud of this work?
73. Tell me about a time you made a mistake. How did you resolve the mistake? How did you bounce back?
74. Tell me about a presentation you delivered that you were proud of the outcome. Why were you proud of this presentation in particular?
75. Tell me about a presentation you delivered that didn't go as well as expected. What went wrong and how would you prepare differently if you had another chance?
76. Tell me about a situation in which you didn't have enough time to prepare. What was the outcome? What circumstances led you to not have enough time to prepare and what changes did you make to ensure you had ample time in the future?
77. Tell me about a time you submitted a project that was below your standards.
78. Tell me about a situation you would handle differently if you had the chance to do it again.

Miscellaneous Other Questions

79. How do you keep up with new medication approvals, new safety warnings, new clinical trial data?
80. Tell me about a time you faced an ethical dilemma. How did you approach the situation?
81. Tell me about a time someone asked you to do something you weren't comfortable doing in the workplace. How did you approach the situation?

82. What traits do you look for in a supervisor? What traits have your previous supervisors displayed that you admire or that you'd hope your next supervisor doesn't display?

83. How do you handle being asked questions you don't immediately have an answer to?

84. What's your biggest pet peeve in the workplace?

The Closer

85. What questions do you have for me?

References

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