

**BHC Interview Questions**

1. Describe your ideal clinical day. What is your worst clinical day?
2. How do you feel about interruptions during appointments?
3. Triage question—assume your 10 am is checked in. On your way to get patient from waiting room, Dr. Smith’s nurse flags you down & requests a consult on a 52 y/o patient expressing suicidal ideation. While you’re talking to Dr. Smith’s nurse, Dr. Jones’s nurse requests a consult on a 12 y/o who is being bullied in school because of their weight. How do you handle this situation?
4. What are your clinical strengths? Areas of growth?
5. What clinical populations or presentations excite you?
6. What clinical populations or presentations make you feel anxious/less confident?
7. Continuing education question—Dr. Smith’s nurse asks you to do a consult on a 5 y/o who is demonstrating symptoms of a motor tic. You have never provided care to anyone with a tic before. How do you respond to Dr. Smith’s nurse when they request this consult of you?
8. How do you ensure self-care?
9. What drew you to apply for position with us?
10. Where do you see yourself professionally in 5 years?
11. How would co-workers describe you? (you could also substitute “family/friends” or “patients” for “co-workers”)
12. What type of clinical work (presenting problems, populations) are you most drawn to and what type of clinical work is most challenging for you?
13. Tell me about a time when you had to think creatively, and what you did.
14. Tell me about a patient who you thought would be difficult but who made good gains, and how you worked together.
15. Tell me about a time when you made a mistake (clinically) and what you did as a result.
16. What patient populations do you feel most/least passionate about?
17. What clinical presentations do you find most challenging?
18. What do you think are the strengths you bring to the BHC role? What areas for growth have you identified that you would like to develop in the next year?
19. How do you manage stress?
20. Observe – change something last minute (even office space) and see how they react, change topics several times in a short period of time and see if they can keep up,
21. Ask them to connect themes between different answers to see if they can synthesize information.

**Note**: Feel free to develop additional questions that help you get a better understanding of the candidate’s:

* 1. Flexibility,
  2. Teachability/willingness to learn new information/models of care
  3. Ability to be a team-player
  4. Communication style (or ability to adapt their communication style to a fast-paced primary care practice)
  5. Interest in complex/underserved patients, and
  6. Clinical competencies and areas for growth

**Note**: We look for BHC candidates who are flexible, teachable, team-players, able to communicate succinctly and expertly, are passionate about underserved populations, are committed to integrated care and have strong clinical skills. Of course, this is the “ideal” candidate and few, if any, candidates will meet all these criteria. So, we will be developing an individualized development plan for and with each of the BHCs.