

### Interview questions

With the help of managers who work across a range of services, the RCSLT has developed a list of interview questions to help students prepare for their NQP roles.

If you are unsure of how to answer any of the questions below, you can always speak to your course tutor, reach out to your [RCSLT Hub](#), or alternatively, you can contact the RCSLT directly via [info@rcslt.org](mailto:info@rcslt.org)

Many people use the 'STARR' method when answering an interview question as it ensures you relay a well thought out and well-rounded response. Feel free to give it a try.

<b>Interview tip – the STARR interview technique</b>		
<b>S</b>	<b>Situation</b>	Describe a situation or problem that you have encountered
<b>T</b>	<b>Task</b>	Describe the task that the situation required and why it was important
<b>A</b>	<b>Action</b>	Describe the action(s) you took, obstacles that you had to overcome
<b>R</b>	<b>Result</b>	Highlight outcomes achieved and how success was measured. Employers like results driven employees.
<b>R</b>	<b>Reflect</b>	Sometimes it is appropriate to say that you reflected on what happened and decided how you would tackle the problem next time.

<b>Question category 1: CLINICAL</b>
<p>Sample interview questions:</p> <ol style="list-style-type: none"> <li>1. You are working in the community and you have received a referral for a 67 year old man with a 1 year diagnosis of Parkinson's disease. He is retired and lives at home with this wife. The referral letter (from the PD nurse) states that the client is being referred due to 'quiet speech, drooling and occasional coughing when eating and drinking'. You are going to see him for an initial assessment. Please describe what you would do as part of your initial assessment and what advice you may provide him.</li> <li>2. Name 3 formal (paediatric or adult) assessments outlining the advantages and disadvantages of each one.</li> <li>3. Outline what you would offer in a 3 hour training workshop to teaching staff in the early years of a mainstream school.</li> <li>4. You place a patient on the ward on IDDSI level 2 mildly thick fluids and level 4 pureed diet. On review the next day you are informed the nursing staff have been giving level 0 thin fluids</li> </ol>

instead. The patient has spiked a temperature and is also observed coughing. How do you deal with this situation?

### **Question category 2: TIME MANAGEMENT**

Sample interview questions:

1. It's Friday afternoon on the wards and we have 3 referrals waiting for assessment. One is for a patient who is NBM (nil by mouth), the second one is for a patient who is coughing when eating and drinking and the third one for a patient with severe communication difficulties who cannot communicate basic needs. How would you prioritise these patients?
2. You have 2 competing tasks, both are time sensitive – 1 is clinical and 1 is non-clinical. How would you prioritise this?
3. You start at a primary mainstream school 1 day a week that has not had a speech therapy service before. The SENCO prioritises 23 children for your caseload ranging from nursery to year 6. Discuss how you would prioritise this list to be able to manage assessment, therapy and administration. What would your priorities also be for service development?

### **Question category 3: TEAM WORKING**

Sample interview questions:

1. What makes a good team? Can you give an example of how you have worked effectively in a team in the past and what skills you would bring to this team?
2. Give an example where you worked collaboratively to solve a problem.
3. Are you a leader or a follower?
4. What makes a good team? Can you give an example of how you have worked effectively in a team in the past and what skills you would bring to this team?

### **Question category 4: MANAGING CONFLICT**

Sample interview questions:

1. Describe a time when you found a team member to be particularly difficult. What was the issue and how did you resolve it?
2. You place a patient on the ward on syrup thickened fluids and puree diet. On review the next day you are informed the nursing staff have been giving thin fluids instead. The patient has spiked a temperature and is also observed coughing. How do you deal with this situation?
3. How do you cope and respond to criticism?

**Question category 5: PROBLEM SOLVING**

Sample interview questions:

1. Following a period of therapy, a repeat Videofluoroscopy shows that your patient's swallowing has not improved and he remains at high risk of silent aspiration. He is currently NBM (nil by mouth) with an NGT (nasogastric tube) but is keen to eat and drink. What would you do to manage this situation?
2. How could you measure how effective your intervention with a patient has been? What benefit does this have for the patient, for you and for the SLT service?
3. What are the 3 key things you learnt on your last clinical placement and how did you learn these?

**Question category 6: PERSONAL MOTIVATION**

Sample interview questions:

1. Tell us why you have applied for the post and what skills and knowledge do you feel you can bring?
2. Where do you see yourself in 5 years?
3. What characteristics will you bring to the role and to the company?

**Question category 7: PREPARATION AND KNOWLEDGE ABOUT THE POST**

Sample interview questions:

1. What do you see as the benefits and challenges of working in the community?
2. What do you know about this company and the types of clients we serve?
3. What are your expectations of the role?

**Question category 8: EQUALITY / DIVERSITY**

Sample interview questions:

1. How do you think a person with learning disabilities who is teased by their neighbours would be affected?
2. Think about a service or clinical area you want to work in, how would you ensure your assessment and intervention are inclusive and would enable you to meet the needs of the diverse population that you may serve?
3. In regards to your first NQP role, how will you ensure that you are reflecting a good understanding of a diverse population that you may work with?

**Question category 9: HEALTH AND WELLBEING, AND PERSONAL DEVELOPMENT**

Sample interview questions:

1. What do you like to do outside of work?
2. How do you de-stress?
3. What do you think will be the most difficult thing about this post and how will you overcome this?

**Question category 10: VALUES AND ATTITUDE**

Sample interview questions:

1. Have you read a book or seen a film recently that has made you think and why?
2. Can you teach/learn good communication skills?
3. What makes a good relationship?
4. What are your thoughts on safety and what it means for both patients and staff?