

Activity

1. On your tables, select one or two of the questions below
2. **Activity (15mins):** Using the information you have heard today, consider how you might answer the questions in an interview. You may wish to use the STARR technique outlined below.
3. **Feedback (15mins)**
4. We will then spend 15 minutes going around the room asking you to share your answers/reflections

Interview tip – the STARR interview technique

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

Questions

Question category 1: CLINICAL

Sample interview questions:

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.
2. Name 3 formal (paediatric or adult) assessments outlining the advantages and disadvantages of each one.
3. Outline what you would offer in a 3 hour training workshop to teaching staff in the early years of a mainstream school.

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?

Question category 4: MANAGING CONFLICT

Sample interview questions:

1. Describe a time when you found a team member to be particular difficult. What was the issue and how did you resolve it?
2. You place a patient on the ward on IDDSI level 2 thickened fluids and level 4 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?

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?