**PCN Development Specialist—Interview Questions**

**Warm up questions…**

1. **Why are you applying for this position and why do you believe you are the right candidate**
2. **What do you think the most significant challenge might be in leading the development of a Primary Care Network**

***Key Qualities and Past Experience: leadership, partnership, design/building (ideally) integrated services between primary and community care***

**Program Design**

1. **Describe to us your strongest example of a healthcare program, project or initiative that you built? What was your role? What did the team look like? What were the key successes and challenges? What were your greatest learnings?**

**Outline your experience**

1. **In working in or with primary care**
2. **In working in or with health authority community care**
3. **In working in or with community-based social services**
4. **In working in or with integrated systems of health care**

**Leadership/Negotiator**

1. As a leader, how would you work with your team or other stakeholders to arrive at an appropriate decision?
2. This is a unique position in which you will be called upon to lead teams, or individuals, who have traditionally been in the employ of 2 very different organizations and cultures. How will you assist / support all members of the Primary Care Network teams to come together for a common purpose

**Conflict Resolution**

1. Tell us about a difficult team you’ve ever lead…why were they difficult and how did you manage the situation?
2. Tell us about a time when you disagreed with a decision but had to do it anyway
3. When was the last time you had a disagreement with a colleague. What happened? How was it resolved?

**Adaptability**

1. Tell me about a time when you had to complete a task you’d never done before…how did you go about it? Were you successful?
2. When was the last time you faced an unexpected setback? What happened?

**Creativity**

1. What’s the most difficult decision you’ve had to make recently and how did you come to that decision?
2. Tell me about a time when you had to think outside the box to complete a task…were you successful?
3. How do you come up with ideas?
4. When was the last time a staff member approached you with a unique idea? What did you do?

* Is this candidate likable?
* Are they confident enough to lead other people?
* Will they fit in with our team?
* Are they going to cause friction?