TITAN PLACEMENT GROUP

Healthcare recruiting | Sarasota, Florida

CANDIDATE INTERVIEW GUIDE

Healthcare Professional

Interview Preparation Guide

Your playbook for phone screens, video interviews, on-site visits, and offers.



YOUR RECRUITER _____

PHONE _____

EMAIL _____

START HERE

Your interview roadmap

Interviewing is a two-way decision. They're assessing your skills, judgment, and fit. You're assessing the workload, the support, the people, and the terms.

1

Recruiter conversation

Be candid about your goals, credentials, schedule, and pay so we only bring you roles that fit.

2

Phone screen

A quick check on interest, qualifications, and logistics. Your goal: earn the next conversation.

3

Hiring manager interview

Show how you work, how you think, and how you treat patients.

4

Team interview, tour, or skills check

Meet the people you'd work with and see the real workload for yourself.

5

Offer and onboarding

Review the details, then get every term in writing before you resign.

PRO TIP

Ask your recruiter who you'll meet and what the format is before every round. We often know what past candidates were asked.

HOW TO USE THIS GUIDE

Skim it a week before your first interview. Reread the page for each round the night before, and use the checklist on the last page that morning.

STEP 1 | PREPARE

Prepare like a pro

A little prep goes a long way. Here's what to do before every interview, whatever the format.



BEFORE ANY INTERVIEW

- ✓ Confirm the date, time zone, format, and who you'll meet.
- ✓ Pick 3 to 5 duties from the job description that you can connect to your experience.
- ✓ Research the organization's services, patients, and current priorities.
- ✓ Practice a 60 to 90 second introduction out loud.
- ✓ Prepare 3 to 4 short stories about your work. Page 5 shows you how.
- ✓ Have honest answers ready on schedule, start date, credentials, and pay.

Your 60-second intro formula

This is your answer to "Tell me about yourself." Keep it to 60 to 90 seconds and hit these four beats in order.

1
Your focus
Your role and the setting you work in now.

2
Your experience
Years, settings, and the skills that fit this job.

3
One strength
A specific contribution you can back up.

4
Why this role
Tie it to something specific about them.

81%

DID YOU KNOW?

of healthcare job seekers in a 2025 Adobe survey said they'd frozen or blanked on their achievements during an interview. The fix: practice out loud.

STEP 2 | RESEARCH

Know the care setting

The same job title can look very different from one setting to the next. Here’s what each one tends to value, plus one question worth asking.



Hospital or health system

Reliability, teamwork across shifts and departments, and a strong safety culture.

ASK

How are new hires trained and checked off?



Primary care or clinic

Efficiency, a great patient experience, and smooth, accurate support for providers.

ASK

How many providers will I support?



Community health center (FQHC)

Mission, serving diverse and underserved patients, and teamwork across medical, dental, and behavioral health.

ASK

Is this site eligible for loan repayment programs?



Home health or hospice

Independence, strong documentation, and clear communication with patients and families.

ASK

How is mileage reimbursed, and is drive time paid?



Behavioral health

Calm communication, safety awareness, and real respect for privacy.

ASK

What safety and de-escalation training is provided?



Bonus: loan repayment

At community health centers and other approved sites, the federal NHSC program offers loan repayment to primary care NPs, PAs, and nurse midwives, plus dental and behavioral health roles. Many states run programs too.

STEP 3 | PRACTICE

Build your story bank

Most interviews include “Tell me about a time” questions. Have 3 to 4 stories ready and you’ll never get caught flat-footed. Use this five-part recipe:

S
Situation
Set the scene in a sentence or two.

R
Responsibility
What you personally owned.

A
Action
What you did, step by step.

R
Result
What happened, told honestly.

L
Learning
What you’d repeat or change.

Story prompts to get you started

1. Going beyond your role to help a patient or coworker
2. A mistake you caught or made, and what you did next
3. An upset patient, family member, or customer
4. A day with competing priorities
5. A disagreement with a coworker that you resolved
6. Learning a new system or skill fast
7. Fixing a problem that kept coming back
8. Protecting patient privacy or safety

GROUND RULES

- Never share details that could identify a patient.
- Say “I” for what you did and “we” for what the team did.
- Use numbers only when they’re accurate and you can explain them.
- Include one story where things didn’t go to plan, and what you learned.

WHY IT WORKS

Research on job interviews has found that structured, consistent questions predict job performance better than casual ones. Employers know it, so expect them.

STEP 4 | SCREENS

Phone and video interviews

Treat a screen like the real thing. Most problems are easy to prevent.



On the phone

- Find a quiet spot with good reception.
- Keep your resume and questions in front of you.
- Answer first, add one example, then pause.
- Need a moment to think? Take it.
- Ask about next steps before you hang up.

On video

- Test the link the day before.
- Camera at eye level, light in front of you.
- Use headphones to cut the echo.
- Silence every alert and close other apps.
- Join 5 to 10 minutes early.
- Keep a backup phone number handy.

Questions you'll hear on a phone screen

"Walk me through your background."

Use your 60-second intro, then stop and let them ask follow-ups.

"Why are you exploring new opportunities?"

Keep it forward-looking: growth, schedule, or location. Don't knock your current job.

"Which licenses or certifications do you hold?"

Have names, numbers, states, and expiration dates ready to go.

"What are your pay expectations?"

Share the range you discussed with your recruiter, or ask to learn the full package first.

PRO TIP

Caught off guard? It's fine to say you'll follow up. Then tell your recruiter so we can help close the loop.

STEP 5 | ON-SITE

On-site visits and shadowing

Your best look at the real workload. Sort out the logistics early so you can focus on the people.



What to bring

- Several copies of your resume.
- License, certification, and BLS card copies.
- Three references, including a recent supervisor.
- Your questions and a notebook.
- Comfortable shoes if you'll tour or shadow.

If you shadow

- Ask if you'll observe or demonstrate a skill.
- Confirm attire, parking, and health screening.
- Stay within what you're authorized to do.
- Follow privacy and infection-control rules.
- Ask coworkers what they like and would change.

What to watch for while you're there

Workload and pace	Can people keep up? How are breaks covered, and how often do staff stay late?
Training and support	Who trains new hires, how long it takes, and who you'd go to with questions.
Team and culture	How coworkers, providers, and leaders talk to each other and to patients.
Tools and systems	The EHR and software, the state of the equipment, and whether supplies are easy to find.
Leadership	How visible the manager is, and how staff concerns get raised and resolved.

PRO TIP

Coworkers and front desk staff often share their impressions with the hiring manager. Treat every conversation as part of the interview.

STEP 6 | ANSWER

Questions they'll likely ask



Here's what a strong answer shows for each one. Use a story from your bank when you can.

🎯 Motivation and fit

"Why are you interested in this organization?"
Your reasons connect to their patients, services, or mission.

"Why are you leaving your current job?"
A forward-looking reason, with no criticism of your employer.

🛡️ Judgment and safety

"Tell us about a mistake you made or caught."
Honesty, quick action, and a focus on fixing the process.

"What if a coworker skipped a safety step?"
Speaking up respectfully and using the right channels.

💬 Patients and communication

"How do you handle an upset patient or family member?"
Listening, empathy, clear information, and bringing in the right people.

"How do you work with patients who speak another language?"
Qualified interpreters instead of guesswork, and checking they understood.

👥 Teamwork and workload

"Tell us about a time you had more work than you could finish."
Prioritizing, speaking up early, and asking for help.

"Describe a disagreement with a coworker."
A direct, professional conversation that kept patients first.

🌱 Growth

"Where do you want to be in three to five years?"
Goals that fit what this role can realistically offer.

"What feedback have you received, and what did you do with it?"
Self-awareness and follow-through.

💡 If you get stuck

- Pause. A few seconds of quiet is fine.
- Ask them to repeat or clarify the question.
- Say what you'd do, then how you'd check.
- Be honest about what you haven't done yet.

PRO TIP
Practice out loud. Answers sound different spoken than they do in your head.

STEP 7 | ASK

Questions to ask them

Your questions show how you think about the work. Pick the five or six that matter most to you. Your recruiter can often get answers to the rest.

📚 Training and growth

- What does orientation look like, and who will train me?
- What growth paths, certification support, or tuition benefits are offered?

📋 Workload and team

- What does a typical day look like?
- How is the team staffed, and how are absences covered?
- Why is this position open?

🗓️ Schedule

- How are schedules built, and how much notice is given?
- What are the weekend, holiday, and on-call expectations?

⭐ Success

- What does success look like in the first 90 days?
- How is performance reviewed?
- What do people who do well here have in common?

CLOSE STRONG

End every interview with these two

“What are the next steps, and when should I expect to hear back?”

“Is there anything about my background I can clarify for you?”

LET US ASK FOR YOU

Questions about pay, benefits, or bonus terms? Your recruiter can raise them for you, so you can keep the interview focused on the work.

STEP 8 | OFFER

Weigh the whole offer

Pay has more parts than the base rate. Get every detail in writing before you sign.



Base pay
Hourly rate or salary, how your experience was credited, and when raises happen.

Shift differentials
Extra pay for evenings, nights, weekends, and holidays, if they apply.

Overtime
How it's calculated, and whether extra shifts pay incentives.

On-call pay
The on-call rate, call-back rate, and minimum paid hours.

Bonuses
Sign-on or retention bonuses, and repayment terms if you leave early.

Benefits
When health coverage starts, retirement match, PTO, and tuition support.

Field roles
Mileage, paid drive time, and phone or equipment allowances.

Commitments
Probation, notice period, and any non-compete or repayment terms.

How benefits can change the math

Two hypothetical full-time offers, compared over one year of 2,080 hours.

OFFER A

$24.00 an hour

Base pay	$49,920
Health premiums ($150/mo)	−$1,800
Total value	**$48,120**

OFFER B — WORTH MORE

$23.00 an hour

Base pay	$47,840
Retirement match (4%)	+$1,914
Health premiums ($60/mo)	−$720
Total value	**$49,034**

Offer B pays $1 an hour less but is worth about $914 more a year, before PTO, deductibles, or tuition. Ask for each benefits summary so you compare the whole package.

STEP 9 | FOLLOW UP

After the interview

Call your recruiter the same day, then send a short thank-you within 24 hours.

1 **Same day**
Debrief with your recruiter

2 **Within 24 hours**
Send a short thank-you note

3 **When an offer comes**
Compare, accept, then resign

Call your recruiter

Do it while it's fresh. The sooner we hear from you, the sooner we can follow up. Be ready to share:

- Who you met and their roles
- What went well and what felt uncertain
- Any pay, schedule, or start-date details
- Questions or concerns you still have
- Your honest interest level

Not sure about the role? Tell us. Honest feedback helps us find a better fit.

Thank-you note

Subject: Thank you for speaking with me about the [role]

Hello [Name],

Thank you for taking the time to speak with me about the [role] at [organization]. I appreciated learning more about [specific topic]. Our conversation strengthened my interest, particularly because [reason].

I look forward to hearing about next steps.

Best,
[Your name]

BEFORE YOU GIVE NOTICE

- Accept the written offer and confirm pay, start date, and contingencies.
- Make sure credentialing and background checks are on track.
- Check your current notice and repayment terms.
- Plan a handoff that protects patients. Never copy patient information.

IF THEY COUNTEROFFER

- Compare it with the reasons you started looking. A raise may not fix workload, schedule, or culture.
- Ask for the terms in writing.
- Don't bluff or accept two offers. Give a clear answer on time.

YOU'VE GOT THIS

Interview day checklist

Tear this page out, or keep it open on your phone.

🌙 The night before

- Confirm the time, time zone, format, and who you'll meet
- Review the job description and your research
- Practice your intro and two stories out loud
- Test your tech, or plan your route and parking
- Lay out professional attire

☀️ The morning of

- Re-read your top three stories
- Review your questions for the employer
- Charge your phone and laptop
- Join 5 to 10 minutes early, or arrive 10 to 15 minutes early on-site

🎒 Bring with you

- Resume copies
- License, certification, and BLS copies
- Reference list
- Questions and a notebook
- Your recruiter's phone number

✅ Right after

- Write down names, key topics, and open questions
- Call your recruiter to debrief
- Send a thank-you note within 24 hours
- List anything to verify before an offer

Questions at any point?

Call your recruiter. We're in your corner from the first call to your first day.

YOUR RECRUITER _____ PHONE _____ EMAIL _____

Titan Placement Group | Sarasota, Florida | titanplacementgroup.com

Sources: Adobe, "Interview Prep Tips: What Candidates & Hiring Managers Want," 2025 (page 3). HRSA, National Health Service Corps Loan Repayment Program, nhsc.hrsa.gov (page 4). McDaniel et al., "The Validity of Employment Interviews: A Comprehensive Review and Meta-Analysis," Journal of Applied Psychology, 1994 (page 5). Pay figures on page 10 are hypothetical examples.