

## Esthetic Dermatologist Interview Questions

1. Give me an example of when you thought outside of the box. How did it help your employer?
2. What is the state of your records of client needs, preferences, and services? What is something you would like to improve?
3. What is the key to success when communicating with the public.
4. Describe a time when you successfully provided personal assistance to a coworker or patron.
5. Share an experience you had in dealing with a difficult person and how you handled the situation.
6. Tell me how you organize, plan, and prioritize your work.
7. Share an experience when you applied new technology or information in your job. How did it help your company?
8. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?
9. Share an effective method you have used to keep your work area and equipment clean and sterilized.
10. Provide an effective method you have used to demonstrate how to clean and care for skin properly.
11. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
12. What factors do you consider when selecting cosmetic products for application?
13. Tell me about a recent experience you've had working with your hands.
14. How do you stay fit in order to perform physical activities that are required in the workplace?
15. Tell me about an experience in which you analyzed information and evaluated results to choose the best

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solution to a problem.

16. Provide an example when your ethics were tested.

17. Provide an experience in which you were sensitive to someone's needs or feelings. How did your helpfulness affect your work environment?

18. How do you balance cooperation with others and independent thinking? Share an example. (Try to determine if the candidate has a cooperative attitude or is otherwise good-natured.)

19. Share an experience in which you used a specialized technique or product to treat facial skin. What improvements did you see?

20. Provide an experience in which you identified a serious skin problem.

21. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task.

22. Name a time when your patience was tested. How did you keep your emotions in check?

23. Provide an experience in which you performed facial and body massages.

24. Describe your experience performing simple extractions to remove blackheads.

25. Share an experience in which you effectively determined a product or color which improved a client's skin quality or appearance.

26. Share an experience in which you removed hair by applying wax.

27. In your experience, what is the key to ensuring your company was compliant with all laws, regulations and standards that were applicable to your area of responsibility?

28. Share an experience in which your attention to detail and thoroughness had an impact on your last company.

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29. Share an experience in which you effectively applied a chemical peel. What improvements did you see?

30. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?

31. Share an experience in which your collaboration with a plastic surgeon or dermatologist helped you to provide a patient with effective preoperative or postoperative skin care.

32. Share a time when you willingly took on additional responsibilities or challenges. How did you successfully meet all of the demands of these responsibilities? (Make sure the candidate is a self-starter and can demonstrate some initiative.)

33. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?

34. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?

35. Describe an experience in which you identified the educational needs of your students and successfully developed a way to teach/train them.

36. Describe your experience giving manicures, pedicures, and applying artificial nails.

37. Provide a time when you dealt calmly and effectively with a high-stress situation.

38. Please share an experience in which you presented to a group. What was the situation and how did it go?

39. Name a time when your creativity or alternative thinking solved a problem in your workplace.

40. Provide an example of when you were persistent in the face of obstacles.

41. Share an experience in which you successfully shared a difficult piece of information. (Make sure that the candidate has open lines of communication.)

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42. Provide an experience in which your ability to actively find ways to help people improved your company or your own work ethic.

43. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)

44. Provide an effective method you have used to advise clients on colors and types of makeup as well as makeup application techniques. Share an experience.

45. Share an effective approach to working with a large amount of information/data. How has your approach affected your company?

46. Share an experience in which personal connections to coworkers or others helped you to be successful in your work. (Make sure candidate works well with others.)

47. Share an experience in which your willingness to lead or offer an opinion helped your company.

48. Name a time when your advice to management led to an improvement in your company or otherwise helped your employer.

49. What are some long-range objectives that you developed in your last job? What did you do to achieve them?

50. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact?

51. Share an experience in which your ability to consider the costs or benefits of a potential action helped you choose the most appropriate action.

52. Provide an example when you were able to prevent a problem because you foresaw the reaction of another person.

53. Would you consider analyzing data or information a strength? How so?

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54. Provide an experience in which you tinted eyelashes and eyebrows.
55. Share an experience in which your diligence of inspecting equipment, structures, or materials helped you identify a problem or the cause of a problem.
56. What have you found to be the best way to monitor the performance of your work and/or the work of others? Share a time when you had to take corrective action.
57. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.)
58. Share an experience in which you've successfully learned how to handle a new piece of equipment?
59. Provide an experience that demonstrates your ability to manage time effectively. What were the challenges and results?
60. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?
61. In your experience, what is the key to developing a good team? (Look for how they build mutual trust, respect, and cooperation.)
62. Share an experience in which your understanding of a current or upcoming problem helped your company to respond to the problem.
63. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task.
64. Provide a time when you were able to identify a complex problem, evaluate the options, and implement a solution. How did the solution benefit your employer?
65. Please share an experience in which you successfully taught a difficult principle or concept. How were you able to be successful?