

Staff Therapist Interview Questions

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

2. Share an effective method you have used to determine realistic rehabilitation goals for patients.

3. Tell me about an effective occupational therapy program which you planned, organize, and/or conducted.

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

5. Please share with me an example of how you helped coach or mentor someone. What improvements did you see in the person's knowledge or skills?

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

7. What is the key to success when communicating with the public.

8. Describe a time when you successfully provided personal assistance to a coworker or patron.

9. Share an experience you had in dealing with a difficult person and how you handled the situation.

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

11. Tell me about a recent experience you've had working with your hands.

12. Tell me how you organize, plan, and prioritize your work.

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

14. Share an experience when you applied new technology or information in your job. How did it help your company?

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15. Give me an example of when you thought outside of the box. How did it help your employer?
16. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.
17. Would you consider analyzing data or information a strength? How so?
18. 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?
19. Share an effective approach to working with a large amount of information/data. How has your approach affected your company?
20. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?
21. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?
22. Provide an experience in which your ability to actively find ways to help people improved your company or your own work ethic.
23. Please share an experience in which you presented to a group. What was the situation and how did it go?
24. Provide an experience in which you were sensitive to someone's needs or feelings. How did your helpfulness affect your work environment?
25. Provide an example when your ethics were tested.
26. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
27. Provide an example when you were able to prevent a problem because you foresaw the reaction of another

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person.
28. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact?
29. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.)
30. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)
31. Name a time when your patience was tested. How did you keep your emotions in check?
32. 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.)
33. What factors do you consider when selecting activities to help individuals learn work and life-management skills?
34. 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.)
35. What is the state of your reports of patients' progress? Name one thing you would like to improve.
36. Provide an effective method you have used to train caregivers in providing for the needs of patients.
37. What is the state of your records? What is something you are trying to improve?
38. How do you stay fit in order to perform physical activities that are required in the workplace?
39. Provide an experience that demonstrates your ability to manage time effectively. What were the challenges and results?
40. Share an experience in which your recommendation for changes in a patient's work or living environment benefited the patient.

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

42. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task.

43. Tell me about an effective health promotion program, group activity, or discussion which you developed and/or participated in.

44. 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.

45. 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.)

46. In your experience, what is the key to developing a good team? (Look for how they build mutual trust, respect, and cooperation.)

47. Describe an effective program or social activity which you planned and/or implemented to help patients learn work or school skills or adjust to handicaps.

48. Provide an experience in which consulting with a rehabilitation team helped you to effectively select an activity program or coordinate occupational therapy.

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

50. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?

51. Share an experience in which your understanding of a current or upcoming problem helped your company to respond to the problem.

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52. Provide a time when you dealt calmly and effectively with a high-stress situation.
53. Describe research you have conducted.
54. Tell me about supplies and/or equipment which you designed and created.
55. Name a time when your creativity or alternative thinking solved a problem in your workplace.
56. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task.
57. Tell me about a time when your ability to analyze needs and product requirements helped you create an effective design or make an informed decision to benefit your company.
58. Please share an experience in which you successfully taught a difficult principle or concept. How were you able to be successful?
59. Provide an example of when you were persistent in the face of obstacles.
60. Share an experience in which your willingness to lead or offer an opinion helped your company.
61. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?
62. Provide an experience in which you successfully trained students, nurses, or other medical staff in therapy techniques. What methods made you successful?
63. 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?
64. Describe your experience using computer programs to help clients improve decision making and reasoning skills.

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65. Provide an example of when you set expectations and monitored the performance of subordinates. What guidance and direction did you find most effective?
66. Share an experience in which you used new training skills, ideas, or a method to adapt to a new situation or improve an ongoing one. (Look for the candidate's ability to learn.)
67. Share an experience in which you advised on health risks in the workplace and/or health-related transition to retirement.
68. Describe a time when you successfully persuaded another person to change his/her way of thinking or behavior.
69. Tell me about the last time you oversaw the work of someone else. How did you effectively motivate, develop, and direct the worker(s)?
70. Describe an experience in which your ability to work well with others and reconcile differences helped your company or employer. (Make sure the candidate knows how to negotiate.)
71. Share a time when you successfully used scientific rules or methods to solve a problem at work.
72. Provide an experience in which you effectively assisted patients in locating and holding jobs.
73. What is the most challenging part of budgeting for you?
74. Tell me about your last experience recruiting, interviewing, or hiring an employee. What techniques did you find most effective in finding the right person for the job?
75. Share an experience in which your diligence of inspecting equipment, structures, or materials helped you identify a problem or the cause of a problem.