

Respiratory Therapy Director Interview Questions

1. 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.

2. Provide an experience in which your monitoring of a patient's physiological responses to therapy helped you to identify and/or resolve a difficult problem.

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

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

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

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

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

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

9. Share an experience in which you've successfully learned how to handle a new piece of equipment?

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

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

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

13. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.

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

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

16. Share an experience in which your diligence of inspecting equipment, structures, or materials helped you identify a problem or the cause of a problem.

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

18. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?

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

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

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

22. Share an experience in which you successfully provided emergency care.

23. Share an experience in which you successfully set up and/or operated devices, e.g. mechanical ventilators.

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

25. Describe an effective method you have used to ensure careful adherence to physicians' orders.

26. What is the state of your charts? Name one thing you would like to improve.

27. Provide an experience in which your explanation of treatment procedures helped you to allay the fears of a patient and/or gain cooperation.

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28. Share an experience in which you worked as part of a team of healthcare professionals.

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

30. Provide an example when your ethics were tested.

31. Provide an example of when you set expectations and monitored the performance of subordinates. What guidance and direction did you find most effective?

32. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)

33. Describe an effective method you have used to educate patients about their conditions and/or to teach them appropriate disease management techniques. Provide an experience.

34. Share an experience in which you successfully resolved a difficult equipment problem.

35. Provide an effective method you have used to ensure that respiratory therapy equipment is functioning safely and efficiently. Provide an experience.

36. 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?

37. 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.)

38. What factors do you consider when determining requirements for treatment? Share an experience in which your treatment was effective.

39. 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?

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

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

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

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

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

45. How do you stay fit in order to perform physical activities that are required in the workplace?

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

47. Provide an experience in which you conducted tests and effectively evaluated patients' cardiopulmonary functions.

48. Share an experience in which you performed bronchopulmonary drainage and assisted a patient in the performance of breathing exercises.

49. 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.)

50. Share an experience in which you effectively used a variety of testing techniques to diagnose a difficult disorder or in performing research.

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

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52. Share a time when you successfully used scientific rules or methods to solve a problem at work.

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

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

55. Please share an experience in which you successfully taught a difficult principle or concept. How were you able to be successful?

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

57. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.)

58. 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.)

59. Tell me about your experience demonstrating respiratory care procedures to trainees.

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

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

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

63. Describe your experience performing pulmonary function.

64. Share an experience in which you taught, trained, and/or supervised students, technicians, or assistants. What methods made you successful?

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

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them?

66. 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?

67. Give me an example of when you thought outside of the box. How did it help your employer?

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

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

70. Describe a time when you successfully serviced, repaired, or tested a machine or device that operates mainly by mechanical principles.

71. Provide an experience that demonstrates your ability to manage time effectively. What were the challenges and results?

72. 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.)

73. Share an experience in which you conducted a test of a product, service, or process and successfully improved the quality or performance.

74. 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.)

75. Describe an experience in which you successfully controlled the operation of a difficult system. What made you successful?

76. Describe a time when you successfully persuaded another person to change his/her way of thinking or behavior.

77. Tell me about your last experience recruiting, interviewing, or hiring an employee. What techniques did

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you find most effective in finding the right person for the job?

78. Tell me about the last time you oversaw the work of someone else. How did you effectively motivate, develop, and direct the worker(s)?

79. What is the most challenging part of budgeting for you?

80. Describe a time when you successfully serviced, repaired, calibrated, or tested a device that operates mainly by electronic principles.

81. Share an experience in which you oversaw the assembly, fabrication, construction, maintenance, or modification of equipment. How did you communicate to the staff what you wanted?