

A Series of Effective Questions to Ask Healthcare Candidates

2

What Motivates Your Candidates?

What *inspired* you to pursue a career in healthcare?

iHire notes this question **reveals** a candidate's **core motivation** and **alignment** with your **mission**.



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What do you find *rewarding* about working in healthcare?

Medvocation says this **reveals** a candidate's **drive** and **values**.



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What Motivates Your Candidates?

What are the most *challenging* aspects of working in healthcare?

This can **reveal** what the candidate finds **difficult**, their **frustrations**, and indicate possible **burnout** or **misalignment** with the institution.



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