



## **B&B Health Systems**

### **Interviewing Handout**

Team Members:

1. Based on your own experience and reading “Job Interviews Are Broken. There’s a Way to Fix Them.” by Adam Grant, what are some deficiencies of common interviewing practices?

1. The interviewer can overstate their advantage.
2. There will be some bias in the common interviewing, like outfit, race and so on.

2. Select 2-3 of the deficiencies listed above. What could you do to overcome that issue? (You can be creative in your response, but be reasonable regarding the time and costs needed to implement your suggestion)

For 1, Using their behavior to conclude their advantage, like group work.

For 2, focus on the outcome, not the first view of the person.

3. Which of the 5 companies would you like to be? (list company and job title)

- Duke University Medical School, Biostatistician II

4. What are the primary responsibilities of the role?

- Providing direct biostatistical support
- Designing analysis data sets
- Collaborating with others
- Coordinating external biostatistics support

5. Review the interview questions found on this site: [BigInterview Question Library](#). Based on the job description that you wrote for your department, what 3-5 questions would you want an applicant to answer as a first-round screening for the position?

- Tell me about a time when you had to analyze numeric data under time pressure.
- Tell me about a time when you had to make a decision with incomplete information. What did you do?
- How do you modify your presentations for different audiences?

6. What are the most important skills and qualifications that you'll be looking for if you're reviewing a candidate's resume and their interview responses?

Technical Skills:

- Strong statistical background
- Programming expertise
- Understanding of data security and regulatory guidelines

Soft Skills:

- Excellent communication
- Collaboration and teamwork
- Problem-solving and critical thinking
- Time management and organization
- Initiative and self-motivation