

## Health Care Manager Interview

The Health Care Manager Interview determines an individual's capacity for leading a department within a health care organization — hospitals, independent practice locations and assisted living/long-term care facilities. Top performers on this interview are charismatic leaders who have a passion for patients and provide a rich work environment for those whom they lead. While intensely focused on people, these individuals are also able to think about the financial aspect of their role. They make decisions that result in profitable outcomes for the organization and provide the highest quality of care to each patient.

*Example positions:*

*Administrator, director of food and nutrition, department heads and director-level positions.*

Scientifically validated questions are asked and scored within the online system, TalentBank® 5.0.

40. (Business Thinking) Are you a person who is always thinking about ways to save money and make more profit?

Conceptual Match

Yes.

My Code Notes

Content Notes

40a. (Business Thinking) (If yes) How do you keep expenses in line?

Conceptual Match

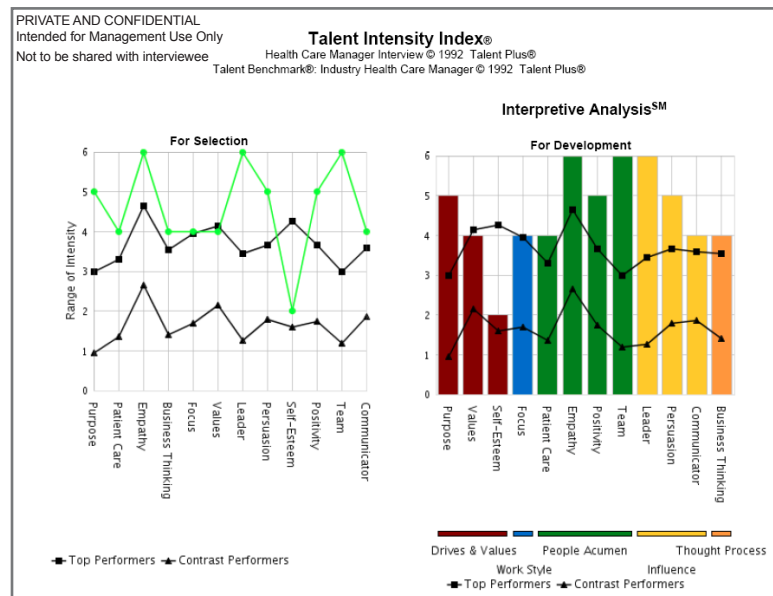
Illustrates.

My Code Notes

Content Notes

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When the interview is complete, the client receives the candidate's results on the Talent Intensity Index® for selection and the Interpretive Analysis<sup>SM</sup> graph for development. Their theme scores are compared to the industry-standard Talent Benchmark® or a client-specific Talent Benchmark when available.



The Interpretive Analysis theme pages describe each theme and give typical behaviors along with coaching recommendations for when that theme is strong or weak.

**When Strong...***Behaviors you'll observe:*

- + Enjoy and believe in health care
- + Talk about the mission and patients regularly
- + Long-term managers
- + Have a yearning early in life to work with patients
- + Enjoy mentoring, teaching, serving and helping others
- + Have the ability to hire good people that have a passion for caring

*Coaching recommendations:*

- + Talk about the mission, health care and the difference we can create
- + Relate the richness of human life incidents, which paint a picture of the facility's impact on the community and families
- + Ask them how they teach and mentor
- + Discover their own goals, needs and aspirations
- + Ask them how they can build the most effective team in the facility