

In-Depth Physician Interview

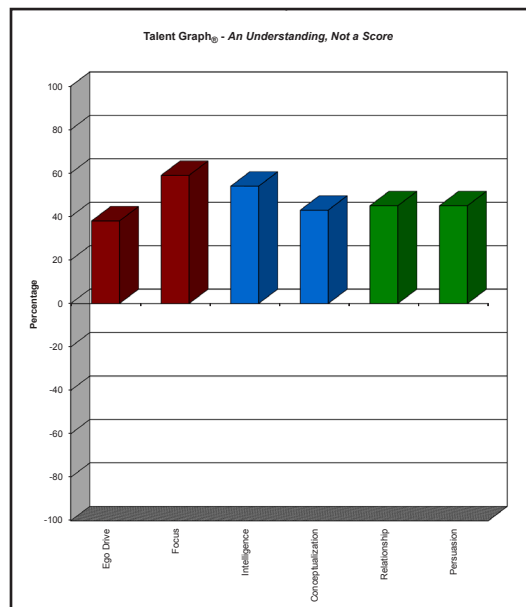
The In-Depth Physician Interview is given to physicians within a health care organization. These physicians are responsible for their own patients and are not administrators or leaders of other doctors within their organization. This interview is focused on a physician's own practice and measures the attributes a physician possesses to deliver high-quality care to their patients. If a physician is expected to be a leader of their practice area or to manage other physicians, it is recommended that they are interviewed on the Executive Interview rather than the In-depth Physician Interview.

Example positions: Physicians, oncologists, physician assistants.

Talent Acquisition

When the interview is complete, the client can view a Talent Graph® of the candidate's results online through TalentBank® 5.0.

Additionally, the client receives a written Talent Prediction® that summarizes the candidate's interview results. This written analysis is further complemented by a consultation session with a leadership consultant to discuss the candidate's talent and potential fit for the role and organization.



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Talent Development

The In-Depth Physician Interview is also used to develop and further maximize the talents of leaders already a part of an organization. A written Talent Profile® summarizes an employee's leadership talent and provides recommendations for further capitalizing on their strengths or managing their weaknesses.

Talent Plus leadership consultants also partner with clients for supplemental development opportunities, including executive coaching, Collaborative Coaching® with physicians and their teams.

Talent Profile of Dr. Jane Doe In-Depth Physician Interview
<p>Synopsis:</p> <p>Dr. Doe is a relationship-oriented individual who possesses a strong drive and desire to be the best. She can be described as competitive, intelligent and aggressive. Her Talent Profile reveals an individual who excels at influencing others, especially when it is to their benefit. Dr. Doe's moral compass will likely guide her in making ethical decisions, and she demonstrates the ability to make good decisions even in complex situations.</p> <p>Ego Drive</p> <p>Dr. Doe is a confident individual whose strong internal locus of control is transparent. She is driven to achieve results and believes she has the ability and talent to do so. With a healthy self-concept, Dr. Doe is well aware of both her strengths and weaknesses. Also, it is evident that she is quite competitive. Being the best fuels her passion to become more successful. Similar to how competitive leaders feel, Dr. Doe admits to becoming upset, although not overly so, with a defeat. She describes her ideal senior leader as someone with much imagination, a similarly intense drive to achieve and a willingness to partner with her in creating win-win situations. Overall, Dr. Doe's strong Ego Drive is indicative of an individual who has been positively influenced by healthy role models.</p> <p>Recommendations:</p> <ul style="list-style-type: none"> + As with most competitive leaders, it will be important that Dr. Doe be recognized when she goes above and beyond the call of duty. While undeserved recognition will be meaningless to her, doing so when warranted will serve as great motivation. + As a consequence of Dr. Doe's competitive drive, review her key performance indicators and determine whether they are written in a comparative format. When her results are compared to a peer's or competitor's results, her intensity is likely to accelerate. Determine whether her key performance indicators are written in a sufficiently comparative format. If not, consider rewording them. <p>Focus</p> <p>Dr. Doe clearly has a passion for what she does. To her, creating a positive customer experience is not just a job, but a responsibility to ensure people are receiving value for their money. She cherishes the opportunity provided by her role to interact with different individuals from a both a service and hierarchical standpoint. This theme is indicative of an individual whose mind is consistently exploring next steps and how to make improvements in her role, even when she is not at work. Overall, Dr. Doe will be well engaged at work when challenged and given the opportunity to express her talents. She is more goal oriented and will feel most alive when accomplishing objectives that are in front of her.</p> <p>Recommendations:</p> <ul style="list-style-type: none"> + If not already done, consider discussing her long-term career aspirations with her. Ensure that she has the support needed to accomplish whatever priorities she has set for herself vocationally.