



SAMPLE INTERVIEW QUESTIONS FOR A PRIMARY CARE PHYSIOTHERAPIST POSITION

Below is a list of sample interview questions that you use when interviewing Physiotherapists who are applying for a position in a primary health care organization. Please note that these questions are general and will need to be adapted accordingly to reflect the specific programs or services that the Physiotherapist is being hired for.

A common role for Physiotherapists working in primary health care team is providing education to others. To assess the Physiotherapist's presentation skills and ability to interact and engage with a group, you could ask your applicants prepare a 5 minutes presentation that could be used to share knowledge about your scope of practice and role in the team at a team meeting.

1. What is different about the practice of a physiotherapist working in Primary Health Care compared to one working in another sector (e.g. Homecare, Hospital, and Private Practice)?
2. How is this role and environment different from your previous experience in physiotherapy practice?
3. What are some of the key transferrable skills that you feel you would bring to this new role?
4. In a sentence or two, please describe what a physiotherapist does in a CHC/FHT/NPLC?
5. How do you envision collaborating with other health care professionals in programming and patient care?
6. What specific steps will you take to integrate with the team already in place?
 - a. What supports would you like from other team members to help you integrate into our setting?
7. What are the unique contributions of a physiotherapist to a CHC/FHT/ NPLC team?



8. Do you anticipate any overlap in scopes of practice with the other team members at this CHC / FHT / NPLC?
9. What are examples of the type of services that could be delivered in a group format?
10. What are examples of situations where a collaborative interprofessional visit might be beneficial to a patient?
11. How will you manage expectations and demand for physiotherapy services within limited time and resources?
 - a. What resources in the community could you link with and/or refer to in order to help manage demand for PT services in our setting?
 - b. How will you maximize service provision to impact the client population as a whole (knowing that you cannot provide therapy to everyone)?
12. How will your skills as a physiotherapist help you to promote health across the life span of you patients/families?
13. How will you promote social responsibility in your practice in Primary Health Care?
14. How do physiotherapy services fit into Ontario's Chronic Care Framework?
http://www.health.gov.on.ca/en/pro/programs/cdpm/pdf/framework_full.pdf
15. What type of professional challenges do you anticipate if you are offered this position (i.e. as you may be one of the first PTs in this type of role in this sector in the province)?
16. What may be some of your learning needs and how will you go about finding/accessing the resources to support you in addressing these learning needs?
17. How would you measure success or impact on the population you are working with?
18. How do you think you are going to manage expectations about your role as a physiotherapist from patients and / or other health care providers?
 - a. What would you do if their expectations do not align with the role/position that you have been offered (i.e. expecting only 1:1 patient care)?