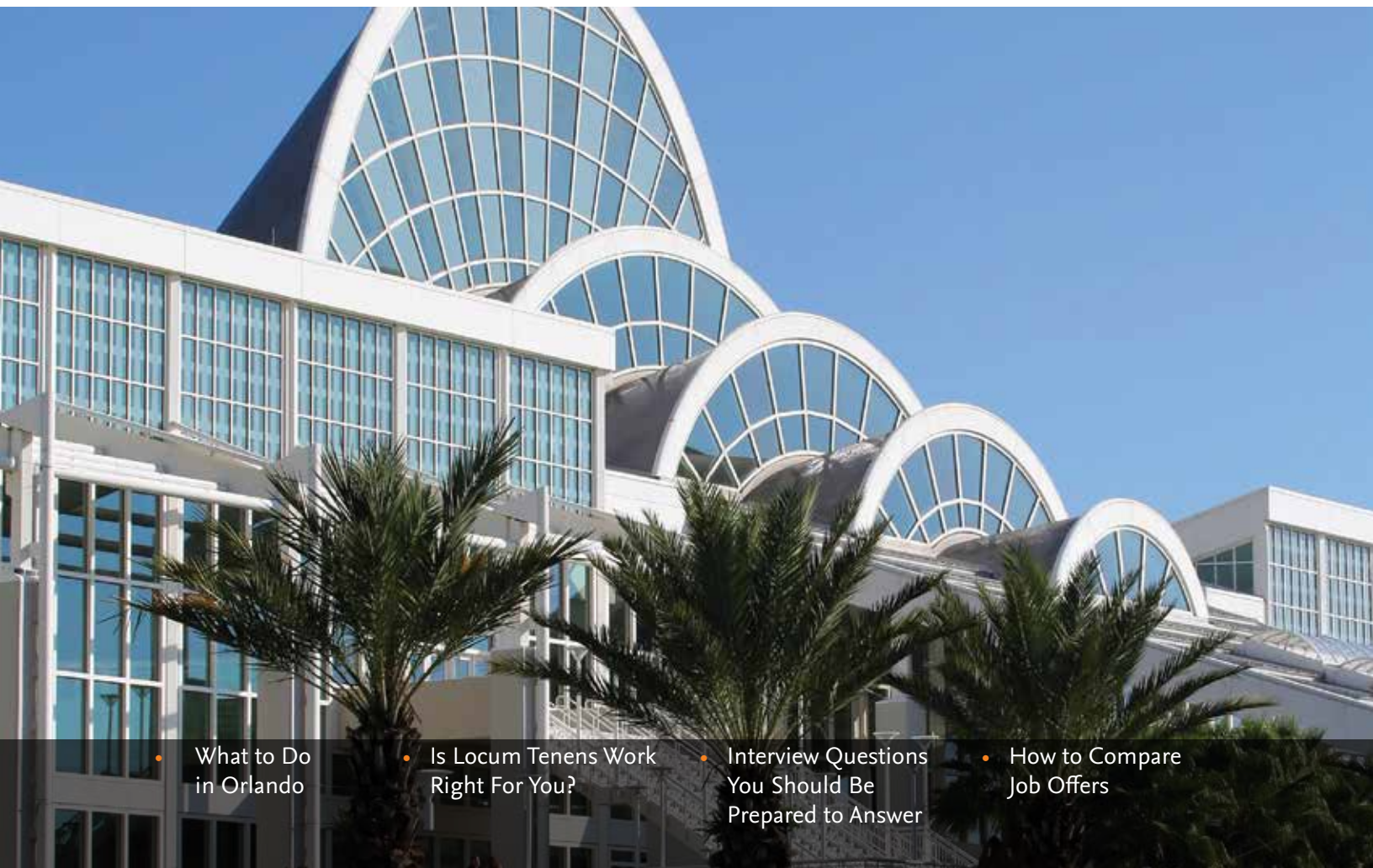


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- What to Do in Orlando
- Is Locum Tenens Work Right For You?
- Interview Questions You Should Be Prepared to Answer
- How to Compare Job Offers

# Career Guide

VETERINARY  
ORLANDO, FL

January 2020

# WORK AND LIVE WHERE OTHERS VACATION



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Read on for helpful advice on **How to Compare Job Offers.**



# What to Do in Orlando

Discover what attractions Orlando has to offer the whole family.

**Y**ou've been to Orlando before and you're looking for fun things to do in your downtime between exhibits and key note speeches. Or, this is your first trip to Orlando for the Annual meeting and you want to take in the local attractions, but all you've heard about Orlando is their wondrous theme parks. Whether you're a seasoned traveler or new to the area, here is a list for you of things to do that will make the whole family happy. See what's happening right now, during your trip.

## Orlando Magic Basketball

Love sports? Catch some NBA action during your stay; Orlando's team is the Orlando Magic. Basketball season runs from October to June. When you arrive in Orlando you may be able to see the Magic play against the LA Clippers, the Charlotte Hornets, Golden State Warriors or the Oklahoma Thunder at their home court—the 20,000-seat Amway Center downtown.

**400 W Church St #200, Orlando, FL 32801 | (407) 440-7000**

[nba.com/magic](http://nba.com/magic)

## Morse Museum of American Art

The Charles Hosmer Morse Museum of America Art is in Orlando's historic Winter Park and is home to the largest Tiffany collection in the world. Over the last 50 years, the Morse has amassed some of the most memorable lamps, leaded-glass windows, jewelry, art glass, and pottery by American artist and designer Louis Comfort Tiffany. In 2011 the museum debuted a new \$5 million Tiffany Wing that includes the restored Daffodil Terrace from his Long Island estate as well as 250 art and architectural objects. Visit the Bistro on Park Avenue for a great meal afterwards.

**445 N Park Ave, Winter Park, FL 32789 | (407) 645-5311**

[morsemuseum.org](http://morsemuseum.org)

## Botanical Gardens

Don't overlook the 50-acre Harry P. Leu Gardens. They house the largest collection of camellias in North America (in bloom November through March). Located on Lake Ivanhoe near downtown Orlando, the gardens also have a citrus grove and a butterfly garden. Bring your own meal (alcohol is permitted) or visit Curbie's sidewalk cafe for a bite to eat.

**1920 N Forest Ave, Orlando, FL 32803 | (407) 246-2620**

[leugardens.org](http://leugardens.org)

## Orlando Brewing Company

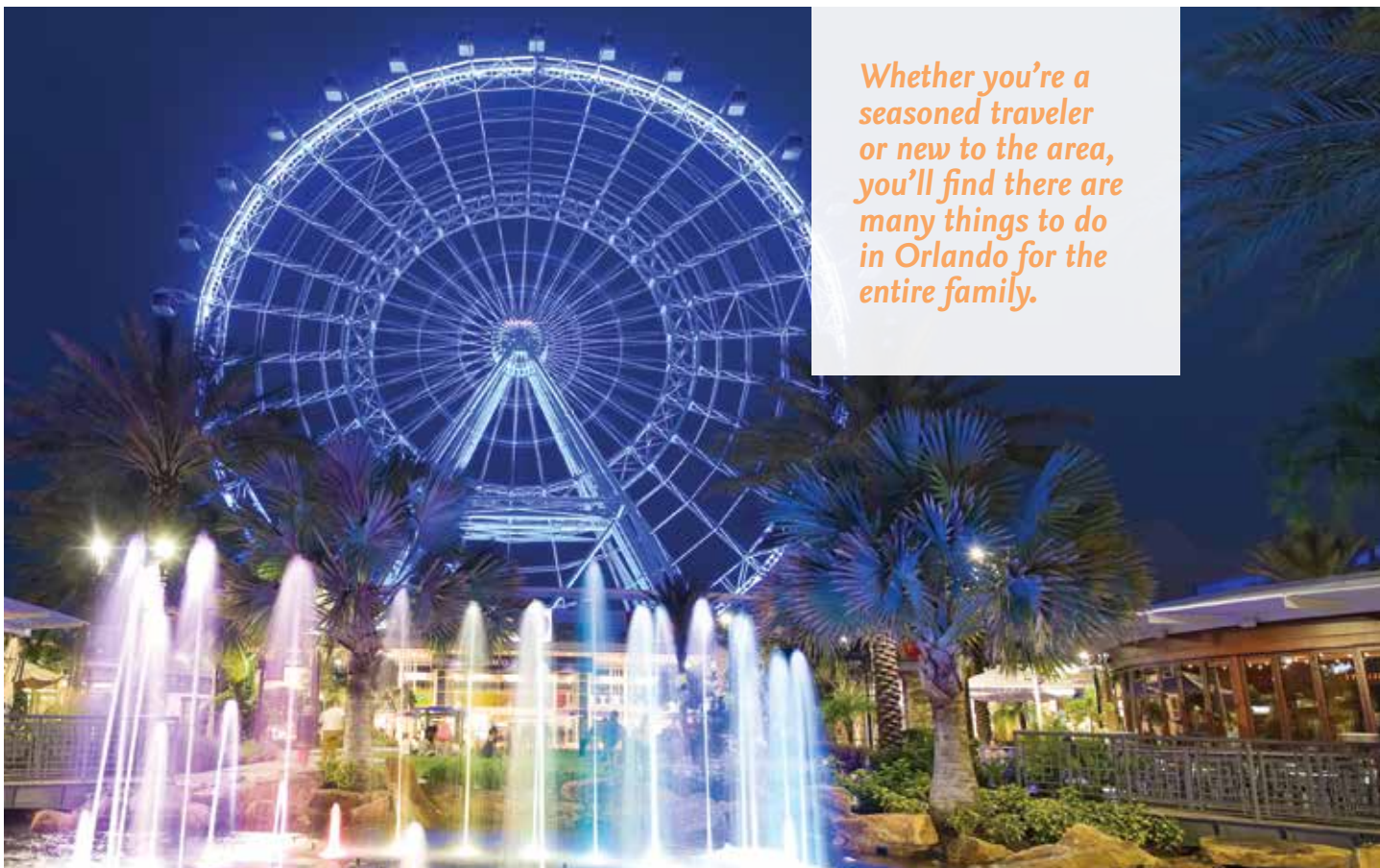
The only USDA-certified organic brewery south of Vermont and east of Colorado, the Orlando Brewing Company is located near downtown. With some 20 offerings on tap they also offer free brewery tours Monday to Saturday, and have live music on Friday and Saturday nights.

**1301 Atlanta Ave, Orlando, FL 32806 | (407) 872-1117**

[orlandobrewing.com](http://orlandobrewing.com)

## Bach Festival

The Bach Festival Society is Central Florida's oldest performing arts organization. It was created in 1935 to present the music of eponymous composer Johann Sebastian Bach to the public for



*Whether you're a seasoned traveler or new to the area, you'll find there are many things to do in Orlando for the entire family.*

general enrichment. The Bach Festival Society is located on the Rollins College campus in Winter Park. Performances are held in Knowles Memorial Chapel and Tiedtke Concert Hall by their highly skilled orchestra and all-volunteer choir. Classical music lovers are advised to purchase their tickets as soon as possible for performances.

**1000 Holt Ave, Winter Park, FL 32789 | (407) 646-2182**

[bachfestivalflorida.org](http://bachfestivalflorida.org)

### Kayak Eco-Tour

For the outdoors adventure seeker, a kayak eco-tour through Shingle Creek, the headwaters of the Everglades, may be the perfect mini getaway. Along the mossy, cypress-lined trail you may get a glimpse of alligators, bald eagles, and more. The Ritz-Carlton and JW Marriott at Grande Lakes offer two-hour guided tours twice daily, or experienced kayakers can go out on their own from Shingle Creek Regional Park. Paddle boats are also available for rent.

[ritzcarlton.com](http://ritzcarlton.com), [grandelakes.com](http://grandelakes.com) and

[paddlingcenter.com](http://paddlingcenter.com)

### Madame Tussauds

Famous the world over for their life-sized, realistic wax figures, Madame Tussauds Orlando is the place to rub shoulders with

your favorite stars. Pose with celebrities like Will Smith, Jimmy Fallon, Scarlett Johansson, Michael Jackson, Johnny Depp or Orlando Magic alumnus Shaquille O'Neal.

Madame Tussauds encourages photos, so make sure your camera or smart phone is fully charged. This is a self-guided attraction, so take your time visiting with your favorites.

**8387 International Drive, Orlando, FL 32819 | (866) 630-8315**

[madametussauds.com/orlando](http://madametussauds.com/orlando)

### The Coca Cola Orlando Eye

Experience Orlando from 400 feet in the air! The Orlando Eye offers breathtaking views of downtown Orlando; on a clear day, you may even be able to see Cape Canaveral to the East. A brief film is included before departure on the wheel. Stop and peruse the offerings at their well-appointed gift shop as you exit the attraction.

**8401 International Dr. #100, Orlando, FL 32819 | (866) 228-6438**

[iconparkorland.com](http://iconparkorland.com)

*(continued on page 8)*

# Full Time Veterinarian

## Topsham Veterinary Wellness Center, Topsham, ME

Are you a veterinarian who wants to work hard, be a team player, and celebrate success when pets thrive because of you?  
Can you boost your energy back up after a rough day by sharing in laughs with goofy co-workers and a face full of puppy kisses?  
Are you eager to create lasting relationships with committed pet owners who want to be part of the team approach to pet care?  
Do you appreciate the idea of a veterinarian being the all-in-one that can recognize, diagnose, and treat/manage a case from start to finish?

Our seven year old office is equipped with all the up-to-date necessities of a solid general practice, as well as having an educated and excited support staff to aid in your success. When it comes to referrals, we have a good relationship with nearby specialists to help create a comprehensive plan for your patients. We are honest, open, compassionate, with a family feel and a great reputation in the community and online, "Where everybody knows your name..."

**Go ahead, sing along; and send us your resume if you want to be part of the fun: [ruksznis@topshamvet.com](mailto:ruksznis@topshamvet.com)**

Confident new graduates who are eager to learn are welcome to apply.

Is practice ownership a future goal?

See what it takes with an open-book management style and perhaps you'll see the goal could be yours! No pressure though – the job will go to the associate who best fits our style, not one who promises longevity.

**NEW FACILITY COMING SPRING 2020!!! For more information about our practice, please visit [www.topshamvet.com](http://www.topshamvet.com).**



## KREMER Veterinary Services

### Associate Positions SW Suburbs of Chicago

State of the Art practice in SW Suburbs of Chicago seeks full time veterinarians to join our fun, hardworking, and compassionate team of Doctors. Our practice stresses high quality medicine and surgery in a full-service facility. We are a great mentoring and learning environment to expand and complete your education past graduation. If you like surgery, we will give you at least three years of experience in your first year with us if you are motivated to learn. Practice better medicine and take care of your hospitalized patients in a hospital that has 24-hour ER on-site services with no on-call required (Plainfield location). We perform routine/advanced surgery, endoscopy, tonometry and ultrasound. In house lab, ventilating anesthetic equipment, pulse ox, suction, Cardell monitoring equipment, fluid pumps, cautery, rehab facilities, acupuncture, powered Orthopedic equipment, full bone plating and external fixation equipment, blood pressure equipment, heated surgery tables, the list goes on. Our vets have appeared on all major networks (ABC, NBC, CBS, and FOX) including Good Morning America and Animal ER Live on Nat Geo Wild. We have board certified university professors visit quarterly to teach surgery. On-site Humane Society adopting 1500+ pets per year. On- site behavior training by certified instructors. Doctor scheduling is flexible and competitive with Vets working an average of 4 days per week. Apartment for live in externs. Full benefits include major medical, AVMA/CVMA dues, licensing fees, continuing education stipend and days off for meetings, retirement/profit sharing program and early ownership opportunities.

Check out our web sites! | [www.animalcareinfo.com](http://www.animalcareinfo.com) | [www.helpsavepets.org](http://www.helpsavepets.org)

Please submit Resume to:

Christine Zarozny | Veterinarian Recruiter/Extern Coordinator

Kremer Veterinary Services | [czarozny@animalcareinfo.com](mailto:czarozny@animalcareinfo.com) | Cell (815) 690-7097 | Office (815) 526-7897



## Meridian Veterinary Clinic Hospital Greenwood, IN

Meridian Veterinary Clinic & Hospital is seeking a full-time or part-time veterinarian for an established and thriving practice in Greenwood, IN. We pride ourselves in providing exceptional veterinary care that creates a culture focused on preventative medicine and individual care. We are seeking a candidate dedicated to high-quality medicine and surgery who will focus on fostering long lasting relationships with our clientele.

We are located in beautiful Greenwood, IN: only 15 minutes from downtown Indianapolis and all the world-class entertainment it has to offer. Whether it is the proximity to the urban lifestyle you seek or a variety of restaurants, parks and entertainment, Greenwood has something to offer for everyone. Johnson County is considered one of the fastest growing counties in the state of Indiana. Greenwood offers an affordable cost of living with friendly residents and a great sense of community

### We offer:

- Surgical monitoring equipment
- Digital Radiography
- In-house IDEXX Blood Analyzers
- Ultrasonic Dental Scaler
- Laser Therapy
- IV Pump
- Dental Radiography
- Separate surgical suite
- An excellent working environment that is dedicated to our clients. We pride ourselves on our philosophy of teamwork, attitude, and an emphasis on communication guidelines in providing quality healthcare to our patients.
- Up to a \$5000 signing/retention bonus for full-time and up to \$2500 for part-time

### Qualifications:

- A Doctor of Veterinary Medicine (DVM) degree from an accredited university.
- Licensure in good standing to practice in IN.

New grads welcome! Compensation based on experience  
Please visit our website to learn more about us: [meridianveterinaryclinic.net](http://meridianveterinaryclinic.net)  
To apply, please send resume to [daniudy@gmail.com](mailto:daniudy@gmail.com).



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### NORTHSIDE VETERINARY HOSPITAL HIRING ASSOCIATE DVM

Come be a part of the rebirth of a Lake Michigan Shoreline City! The Muskegon area is undergoing a transformation from once industrial town to now a tourist and culture center. Find out more at [Watchmuskegon.com](http://Watchmuskegon.com). We are looking to hire a full or part-time associate veterinarian to work at Northside Veterinary Hospital. We are dedicated to providing excellent comprehensive care to their companion animals.

Compensation based upon experience and skill level with production based – pay as an option. We offer a 4-day work week, with a rotating Saturday schedule which typically amounts to working every 5th or 6th Saturday.

We are looking for a dedicated, caring veterinarian that looks to build lasting relationships with clients and patients. We have dental radiography, digital dental radiography, ultrasound, cryoprobe therapy, and advanced anesthesia monitoring. Come be a part of an established growing practice in a shoreline community.

#### NEW HIRE BENEFITS

- Salary to start, then transition to production pay based on Pro-sal (if desired)
- Health Insurance
- Disability Insurance
- Liability Insurance, AVMA PLIT
- Continuing Education time off and reimbursement
- Association Dues
- Licensing: State, pharmacy & controlled substance
- Personal time off
- AFLAC available
- Flexible scheduling
- Supportive & Experienced Staff
- Mentorship available

Check our website at [www.northside-hotlon-vet.weebly.com](http://www.northside-hotlon-vet.weebly.com)

Northside Veterinary Hospital  
1416 W Giles RD., Muskegon, MI 49445  
231-744-1787

(continued from page 5)

## Other Happenings in Orlando...

### Great Wine Bars

There are several terrific restaurants and a trio of wine bars located along Park Avenue near Winter Park. Sample portions at various sizes by the ounce and nibble cheese platters at the [Wine Room](#), offering over 150 wines dispensed by Enomatic machines. [Carmel Kitchen & Wine Bar](#) serves over 50 old and new world vintages paired with Mediterranean small and large plates. Enjoy 70 different wines by the glass at [Eola Wine Company](#), which you can pair with their menu of wraps, tacos and other tapas selections.

### World-Class Spas

If you need to get away from the action, get pampered at one of Orlando's world-class spas. Three to try: the luxurious, 24,000-square-foot Waldorf Astoria Spa by Guerlain at the [Waldorf Astoria Orlando](#) (their cleansing facials are a favorite), the Ritz-Carlton Spa at the [Ritz-Carlton Orlando, Grande Lakes](#) (try their Grande Hammock Experience), and the Poseidon Spa at the [Grand Bohemian Hotel](#) (they offer pre-natal and in-room massages).

### Sophisticated Shopping

Orlando is home to two major shopping malls: the upscale [Mall at Millenia](#) boasting luxury brands such as Burberry, Salvatore Ferragamo, and Versace; and [The Florida Mall](#), home to Saks Fifth Avenue, Nordstrom, and 250 other stores and restaurants. Bargain hunters have the choice of sister outlet centers: [Orlando International Premium Outlets](#) and [Orlando Vineland Premium Outlets](#). Each is packed with brand-name fashions and home goods at discounted prices.

### Premiere Golfing

If golf's your game, you can spend half a day sharpening your skill on some of Orlando's impressive greens. Home to the Golf Channel and Tiger Woods, Orlando boasts over 170 courses, many designed by top names including Jack Nicklaus and Pete Dye. Top courses to consider: [Arnold Palmer's Bay Hill Club & Lodge](#); [Waldorf Astoria Golf Club](#); and [Hyatt Regency Grand Cypress Golf Course](#). ■

# Doctor, can you be credentialed quickly and easily?

A complete professional profile  
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also help physician recruiters  
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Go to  
**MyData.BoardCertifiedDocs.com**  
to update your professional data  
FREE on our **secure** portal.

(MDs or DOs – including residents)

If you previously registered on this site, just login  
(use Forgot Password if necessary) **Otherwise...**

Just click the **FIRST TIME USER** button.  
**Complete registration once.**  
Then update your professional details.

Bookmark the site to return as often as you like.  
(We'll remind you once a year.)



The Official Physician Professional Data Form  
for credentialing publications



# Is Locum Tenens Work Right for You?

**L**ocum Tenens (Latin for “to hold the place of”) is a temporary work assignment for a physician. The reasons for considering locum tenens work can vary as widely as the physicians considering it. Perhaps you’re a new physician and you want to try out several positions to help you decide on a long-term job. Perhaps the idea of committing to a practice or hospital full time doesn’t appeal to your sense of freedom and adventure. Maybe you’re a mom and you want to be able to spend more time at home. Or, you’re a retired (or semi-retired) physician not quite ready to hang up the stethoscope.

The good news is that there is no shortage of locum tenens work for physicians. According to The Association of American Medical Colleges, the advancing age of the American population will create a demand for physicians that will exceed the supply by 91,000 by the year 2020. This deficit will grow to 131,000 by 2025 because the supply of physicians has remained flat over the last 20 years. A 2015 Staff Care Survey of Temporary Physician Staffing Trends reports that 91% of healthcare facilities used locum tenens physicians. Seventy three percent of healthcare facility managers said they use at least one locum tenens physician a month while 18% reported using four or more.

A primary care physician has a per-diem rate of \$600-\$800 daily and can make approximately \$150,000 a year, slightly less than an employed physician. Locum tenens salary is dependent, of course, on how often a physician is working assignments. Most assignments last a couple of weeks, while some can last up to a year. “Some locations have a hard time finding permanent primary care doctors and rely on locum tenens help, which can take some time,” says Sean Ebner, President of Staff Care. Sixty-eight percent of healthcare facility managers typically use locum tenens physicians to fill in until a permanent doctor is found while 67% use them to fill in for staff who have left. Today, more physicians are making locum tenens their full-time employment. Staff Care estimates that fewer than 50% of physicians remain in private practice. Most locum tenens physicians have worked in a permanent practice, but over 7%

have indicated they have only ever worked on a locum tenens basis. Twenty-one percent of physicians begin working locum tenens directly after completing their residencies and that number of younger physicians is increasing. Many physicians have become disenchanted with the “business” of medicine and have opted to become temporary staff on a full-time basis. The top reported benefits to working locum tenens include flexibility (85%), pay rate (53%), and “no politics” (51%).

Janice Boughton, MD left her private practice to become a locum tenens physician and wrote of her experience on the medical social media blog Kevin MD. Having worked in several states including Alaska, she discusses selecting an agency (Staff Care is one of them), the application and screening processes and the ups and downs of locum tenens work. The experience for her was a positive one, but it is not for everyone.

Howard Rodenberg, MD MPH, columnist for the Journal of Emergency Medical Services, wrote about his locum tenens experience on his blog Writing with Scissors. While locum tenens wasn’t for him, he notes it was great for his ego. He discusses the great demand for his experience from numerous agencies vying to place him during his locum tenens stint.

The fact is, all specialties are in high demand for locum tenens work. For those interested in higher pay with work flexibility, locum tenens may become the rule rather than the exception.

## Learn More

There are several staffing companies specializing in locum tenens staffing for physicians. The following is a list of companies that can discuss in depth why locum tenens may be right for you and match you up with the most appropriate assignments: [Staff Care](#), [CompHealth](#), [Weatherby](#), [Aerotek](#), [Vista Staffing Solutions](#), [Medical Doctor Associates](#), [Mary Kraft Staffing](#), [Delta Healthcare Providers](#) ■

# Interview Questions You Should Be Prepared to Answer



**W**hen medical institutions and facilities look to hire physicians, they are looking not just to fill a position but for a leader who can respond well to stress, work well with others and communicate effectively with patients and foster a patient-centric environment.

For physicians looking for or intending to look for a job, the outlook is bright. According to the Bureau of Labor Statistics, the employment of physicians and surgeons is projected to grow 14 percent from 2014 to 2024, much faster than the average for all occupations. The job market is bullish because of the increased demand for healthcare services by the growing and aging population.

This means that your job prospects for 2017 and beyond are excellent as hospitals and group practices are recruiting physicians with a sense of urgency. However, nailing the interview requires preparation and thought.

Beyond the usual questions such as how do you think you will be able to contribute to the organization and what you are looking for in your next job, physician recruiters will ask questions that seek to consider a candidate's past behavior. This increasingly popular technique is known as behavioral interviewing and is based on the principle that past behavior can predict future behavior.

A physician recruiter from CompHealth.com, a healthcare staffing agency, outlines what he looks for when he brings on a new physician.

"In an ideal situation, quality is number one. I'm looking for a doctor with a strong skill set, but he (or she) also needs to communicate effectively with staff and with patients," he said.


"Today's healthcare consumers are savvy. They want more than just a physician with good clinical skills. They want somebody who is going to listen to them, take care of them and truly understand who they are."

In fact, according to the Association of Staff Physician Recruiters (ASPR), nearly 60% of in-house physician recruiters are using behavioral interview questions to determine factors such as:

- Your leadership skills
- How you handle stress in a fast-paced environment
- Your level of empathy
- Communication skills
- Problem-solving skills
- Your level of (patient) focus

To help you nail that interview, to follow are some of the top questions encountered by candidates for physician positions. This list is not exhaustive, but is a good place to start. If two candidates have matching qualifications, the one who will get the job will almost invariably be the one who displays not just strong clinical skills, but also high emotional intelligence - which is the ability to understand your own emotions as well as discern others' emotions - and then use that information to guide your thoughts and actions.

Here's a tip: what you say and how you say it will give interviewers an indication of how you will behave on the job.



***“Today’s healthcare consumers are savvy. They want more than just a physician with good clinical skills.”***

## Behavioral Questions

### *1. How do you react under pressure or in an emergency?*

Spend some time to think about your answer. A good way to answer this would be to show that in emergency situations, your priority is the care of the patient.

### *2. Describe a time when you had a dispute with a colleague and how you handled it.*

Answer this by painting the scenario and detailing the background; the action that you would take; and the outcome of the situation.

### *3. Have you ever had conflict with a supervisor? Describe the situation and how you handled it.*

There is no textbook answer to this question. Drawing from your history will show recruiters how you would truly behave in such a situation.

The next four questions have no right or wrong answers.

When you get open-ended questions, do include examples in your responses. Providing details and responses will enable the interviewer to see if you are a right ‘match’ for the job.

### *4. What is the biggest mistake you’ve ever made on the job, and what did you learn from it?*

### *5. Describe a time when you were faced with a stressful situation and you demonstrated your coping skills.*

### *6. Give a specific example of a time when you had to conform to a policy that you did not agree with.*

### *7. What do you do if you disagree with a patient?*

## Standard Questions

In addition to the above behavioral questions, give some thought to these standard questions:

### *What are your strengths?*

This may not be a deciding factor, as most applicants have something good to say about themselves. So, say something direct like: I have a strong work ethic, passion, compassion and can work well with others; or I am great with kids.

### *What are your weaknesses?*

Talk about a weakness that is tolerable: something that would not seem negative to the employer. An example would be that you are an overachiever, always working too hard. Add as well, that you are continuously working to better yourself.

Another tactic is to talk about the skills you have improved upon in your previous job. Outline your initial level of functioning and how you have improved in that time. This shows the interviewer that you can take the necessary steps to improve yourself.

A word of caution - Make sure not to talk about your improving on a skill that is related to the job you are interviewing for. You don’t want the interviewer to question your ability.

*(continued on page 14)*



# How to Compare Job Offers

When you've worked so hard for so long to get to the stage where you are ready to start full-time employment as a physician, getting a job offer can feel like your crowning achievement. Getting two or three offers can make you feel on top of the world. But before you can celebrate, you have one final, tough decision to make—which job offer to accept. It's not always easy or obvious, but by using this article as a guide, we hope you will be able to make the right decision to suit your situation.

## How Does the Pay Stack Up?

While you have most likely accumulated a large amount of student debt, salary will always be a big consideration when it comes to choosing between jobs.

Salary isn't always straightforward to compare, particularly when employers can pay physicians in four ways: a straight salary (fee for service), pay for performance, a bundled payment model, and a comprehensive care model.

Understand the difference between all four and, if you have a preferred model, consider asking the employer if the model is flexible. If it isn't, this might be one way of choosing between different job offers, particularly if the total compensation package between the jobs is similar.

If your future pay is performance-based, you should also explore not just which metrics will be used to determine compensation, but how well equipped the organization is to help physicians achieve their targets.

Try not to get too fixated on the guaranteed salary amount. While this is important for the first few years of your role, particularly if you have a dependent family, Tom Dobosenski, president of the American Medical Group Association

consulting practice, believes that it is much more important to consider what happens to the compensation structure when the guarantee stops. This typically happens around year three.

Nevertheless, it's important to understand whether your initial pay is comparable to industry averages. For this, consult the Medical Group Management Association Compensation Survey.

## Where Will You Be Living?

The geographic location of the job is, unsurprisingly, one of the top considerations for junior physicians. Where you live has a huge impact on your life, your future, and your happiness. While some may enjoy the challenge of relocating to a new city, others will want to stay close to their family. The cost of living can differ hugely between states, thereby having an impact on your compensation, and even the basis of your work.

Where you work has an impact on how you work. Particularly if you are one of the few medical school graduates planning to work in the countryside. The differences can be huge. While urban work will provide you with greater support, a chance to specialize and a higher salary, practicing in a rural environment may offer greater opportunity to become a central figure in the community and take on broader, more diverse work. The kind of physician you become will, in part, be shaped by where you live.

When you take into account where you live, a larger salary doesn't necessarily mean more money to spend. If compensation is a huge driving factor for you, take time to consider how where you are going to be living will affect that. A slightly smaller salary may go a lot further in a state with a low cost of living compared to a higher salary in a larger state like



*Choosing between job offers isn't easy, but it's a good problem to have when you've dedicated more than a decade of your life to reach this stage in your career.*

New York or California. Sperling's Best Places offers insight into how far your salary is likely to go.

### Do You Fit the Culture?

You may think that the type of work and your remuneration package are the most important factors to consider when choosing between job offers. While these are incredibly important and go a long way in determining your future happiness, of equal importance is the way in which you fit into the hiring organization. Does your personality fit their culture? Research by Cejka Search showed that poor cultural fit is the main cause of voluntary physician turnover. Which goes to show that even if you love the work, it's important that you feel at home within the organization, too.

If you've completed a residency or interned at one of the organizations offering you a full-time job, you will probably know if you were a good fit. Did you enjoy collaborating with other staff members? Did you look forward to going to work every morning? Did you socialize with staff members outside of work hours? If you can't see yourself working at the organization for the next five years of your life, it might not be the right choice for you.

If you haven't worked at one or a few of the organizations offering you a role, take some time to investigate the culture of the organization. Use your school's alumni network, as well as other connections you have made within the industry to find someone working within the organization.

### Consider the Fine Print

A job offer is more than just an invitation to work at a particular practice for a particular salary. There is also a contract involved and comparing contracts should be a final step in your decision. This can be particularly decisive if you have narrowed it down to two or three job offers. While not immediately relevant, the fine print of a contract—things like the malpractice tail coverage and non-compete clauses—can be incredibly important years down the line. Don't get trapped into believing that non-competes aren't enforceable. They are legally binding in the vast majority of states. As a result, you should be wary of any contract that has a particularly restrictive non-compete clause. When it comes to malpractice, it is important to understand which party is responsible for Tail coverage and under what circumstances. Finally, make sure you are comfortable with the amount of notice that both parties have to give when the contract is terminated. While you may want to move onto a new opportunity quickly, you'll also want time to find a new job if the organization closes down your practice area or makes redundancies.

Choosing between job offers isn't easy, but it's a good problem to have. When you've dedicated a decade or more of your life to reach this stage in your career, it is worth spending time deliberating a decision that will have a huge impact on your future. Think about your short-term and long-term goals, use the advice in this article and talk to your mentor, professional network, friends and family. The right choice will become clear soon enough. ■

(continued from page 11)

#### *Why did you choose to become a physician?*

Don't make the mistake of stating money as a key motivation; no one wants to hire a physician motivated solely by the dollar. Be genuine when you say something like "I have respect for human life; that is why I want to dedicate my life to the care and service of people."

#### *Why are you leaving your current job?*

Again, it is going to be difficult for you to know the best answer to such a question, let alone one that would impress the interviewer. You should say things like wanting more varied duties and responsibilities or more opportunities for continuing education. Do not ever bad-mouth your current or most recent past employer.

#### *What are your achievements so far?*

List the awards you have achieved so far: Include scholarships. Highlight any seminars that you have organized or been invited to speak at. If you are a member of any professional medical association or society, highlighting these would show your dedication to the profession.

## Expect Unexpected Questions

According to Bob Levoy, a well-known author of seven books on human resources and practice management topics, "The purpose of these [unexpected] questions is to ascertain if job applicants are as capable and sincere as they say they are. They're all open-ended, allowing candidates to divulge as much or as little as they want."

How a candidate answers such questions provides recruiters an inside look at the candidate to determine if he/she will be a good fit for the job.

For example:

#### *When we call your references, what are we likely to hear?*

It is best here to detail both the positive and the negative.

#### *Do you have any malpractice history?*

Sometimes, candidates are stunned when asked this question. Remember to be up front. If you are dishonest, the truth can come back to haunt you at some point.

Paul Hannig, PhD, a psychotherapist with more than 40 years of interview training and experience says, "Expect anything and everything. There may be surprises. Prepare for unanticipated questions. The interviewers know what answers they want and the candidate may not be able to anticipate the hidden agenda of the interviewers. They will ask you questions about yourself, your philosophy, experience, and aspirations." Express your commitment to your profession and show your passion for the work. Be prepared to answer all questions about yourself. Appear open and authentic. A good sense of humor and a smile goes a long way."

There you have it. These questions were compiled based on the experiences of friends and colleagues, as well as formal and informal interactions with experienced interviewers and executives. They are guides for navigating an interview. You don't have to be mechanical, but there is no harm in rehearsing how to respond to these questions; role-play with a friend. Most importantly, be proud of your achievements and make them a highlight of your Curriculum Vitae. And don't forget, confidence is the key.

Good Luck! ■

## ABOUT THE AUTHOR

**Melanie Grano** is a freelance business writer and 20-year Journalism veteran who regularly contributes to career-based publications, including *ThirdCertainty* and *Computer Times*.

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With a second location opening soon, we are hiring experienced emergency veterinarians and technicians for all shifts. For a confidential conversation, please contact Amanda Zachrich at [azachrich@animalervolusia.com](mailto:azachrich@animalervolusia.com).