McMaster University

**Department of Psychiatry & Behavioural Neurosciences**

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| **Candidate’s Name:** |  |  | **Date:** |  |
| **Interviewer’s Name:** |  |  | **Position:** |  |

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| **Rating Scale:**  **5**: | Outstanding - Candidate would exceed criteria for successful job performance |
| **4**: | Above average - Generally exceeds criteria relative to quality and quantity of behaviour required |
| **3**: | Acceptable - Meets criteria for successful job performance |
| **2**: | Less than acceptable - Generally does not meet relative quality and quantity of behaviour required |
| **1**: | Poor response - Significantly below criteria for successful job performance |

**Part I**

**Introductory & General Welcome by Chair of Selection Committee**

**The candidate has been asked to prepare a short presentation (15 mins max) focusing on the following:**

* ***Reflecting on your personal and professional attributes, please prepare a presentation on your vision for the position, current challenges and opportunities and why you are interested in the position.***

**Part II**

**Questions – if addressed in introductory remarks, then do not repeat (total 35 minutes):**

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| **Question** | **Comments** | **Evaluation** | **Score** |
| **General Background, Interest & Motivation** |  |  |  |
| 1. Please imagine yourself as the successful candidate for this role.   What would you require from the department to support you in being successful? |  | Demonstrates appropriate interest, skills & experience in relation to the position  **Max Score: 5** |  |
| **Working Collaboratively** |  |  |  |
| 1. The Department of Psychiatry’s leadership group members work interdependently and rely on this interactive quality and collaboration.   What qualities do you have to enhance the existing team environment? |  | Demonstrates interpersonal skills and the ability to participate as part of a team.  **Max Score: 5** |  |

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| **Equity, Diversity, Inclusion, Indigeneity, Reconciliation and Accessibility** |  |  |  |
| 1. McMaster is committed to building an inclusive community in which the rights of all individuals and groups are protected, and all members feel safe and empowered, valued, and respected for their contributions.   What is your approach to dealing with discussions about potentially difficult topics, such as race, religion, politics, or sexual orientation?  Please provide a specific example. |  | Understands the commitment to fostering respectful and inclusive collaborations.  Demonstrated a willingness and ability to have difficult conversations.  To learn and understand different perspectives.  **Max Score: 5** |  |
| **Leadership** |  |  |  |
| 1. Please describe any previous leadership experience and highlight a few of your key responsibilities, accomplishments, and skills.   How do you see establishing yourself in this role across the department? |  | Demonstrates knowledge, previous experience and the attributes required of a leader.  **Max Score: 5** |  |

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| **Teaching/Education** |  |  |  |
| There are many educational activities that require faculty participation, i.e., OSCEs, AHD, CaRMS. It is often difficult to fill these roles despite many email requests by Department admins. What ideas/thoughts do you have to encourage faculty participation such that everyone is contributing equally and meeting their annual educational/teaching hours? |  | Demonstrates a vision and ability to implement and lead new initiative. Max Score: 5 |  |
| Problem Solving/Conflict Management |  |  |  |
| 1. Tell us about a time when you had to work closely with a co-worker with whom you experienced tension.   What did you do to make the relationship work or what is your general approach to dealing with interpersonal conflict? |  | Demonstrates effective interpersonal and people skills. Self-aware of own strength, skills and how viewed/perceived by others.  **Max Score: 5** |  |
| Self-Assessment |  |  |  |
| What particular strengths do you bring to this role that you feel are important?What areas of weakness do you feel you have and how will you manage these? |  | Clearly articulates own strengths.Ability to self-assess and articulate clearly. **Max Score: 5** |  |
| After your first year in the position, how would you measure your success? |  | **Max Score: 5** |  |
|  |  | TOTAL SCORE | **/40** |

**Additional Comments:**

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