

Optometrist Interview Questions

1. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.

2. Walk me through how you would examine eyes, using observation, instruments and pharmaceutical agents, to determine visual acuity and perception, focus and coordination and to diagnose diseases and other abnormalities such as glaucoma or color blindness.

3. What have you found to be the best way to educate and counsel patients on contact lens care, visual hygiene, lighting arrangements and safety factors? Share an example.

4. What is the key to success when communicating with the public.

5. Describe a time when you successfully provided personal assistance to a coworker or patron.

6. Share an experience you had in dealing with a difficult person and how you handled the situation.

7. Share an experience when you applied new technology or information in your job. How did it help your company?

8. Would you consider analyzing data or information a strength? How so?

9. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?

10. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?

11. What factors do you consider when analyzing test results and develop a treatment plan?

12. What kind of experience do you have prescribing, supplying, fitting and adjusting eyeglasses, contact lenses and other vision aids?

13. Provide an example when your ethics were tested.

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14. Tell me how you organize, plan, and prioritize your work.

15. Provide an experience in which you were sensitive to someone's needs or feelings. How did your helpfulness affect your work environment?

16. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?

17. Tell me about the last time when you consulted with and referred patients to ophthalmologist or other health care practitioner if additional medical treatment is determined necessary.

18. Please share an experience in which you presented to a group. What was the situation and how did it go?

19. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)

20. What are some long-range objectives that you developed in your last job? What did you do to achieve them?

21. Describe an experience when you provided patients undergoing eye surgeries, such as cataract and laser vision correction, with pre- and post-operative care.

22. Explain to me how you prescribe therapeutic procedures to correct or conserve vision? Share an example.

23. Share an experience in which your understanding of a current or upcoming problem helped your company to respond to the problem.

24. How do you balance cooperation with others and independent thinking? Share an example. (Try to determine if the candidate has a cooperative attitude or is otherwise good-natured.)

25. Provide an experience in which your ability to actively find ways to help people improved your company or your own work ethic.

26. Name a time when your patience was tested. How did you keep your emotions in check?

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27. Share a time when you willingly took on additional responsibilities or challenges. How did you successfully meet all of the demands of these responsibilities? (Make sure the candidate is a self-starter and can demonstrate some initiative.)

28. Share an experience in which your willingness to lead or offer an opinion helped your company.

29. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task.

30. Tell me about your last experience recruiting, interviewing, or hiring an employee. What techniques did you find most effective in finding the right person for the job?

31. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?

32. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.)

33. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?

34. Provide a time when you dealt calmly and effectively with a high-stress situation.

35. Give me an example of when you thought outside of the box. How did it help your employer?

36. Describe a time when you successfully persuaded another person to change his/her way of thinking or behavior.

37. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)

38. Name a time when your creativity or alternative thinking solved a problem in your workplace.

39. Share an example when you effectively provided vision therapy and low vision rehabilitation.

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40. Share an experience in which your diligence of inspecting equipment, structures, or materials helped you identify a problem or the cause of a problem.

41. Provide an experience that demonstrates your ability to manage time effectively. What were the challenges and results?

42. Share an experience in which you used new training skills, ideas, or a method to adapt to a new situation or improve an ongoing one. (Look for the candidate's ability to learn.)

43. Share an experience in which you've successfully learned how to handle a new piece of equipment?

44. Please share an experience in which you successfully taught a difficult principle or concept. How were you able to be successful?

45. Describe an experience in which you successfully controlled the operation of a difficult system. What made you successful?