
Pharmacist interview questions

This **Pharmacist** interview profile brings together a snapshot of what to look for in candidates with a balanced sample of suitable interview questions.

Pharmacist Interview Questions

Hiring pharmacists can be challenging due to the oversupply of new graduates and the shortage of skilled workers. These questions are written to help you identify high-quality hires for this role. You'll want someone who is level-headed, empathetic, and capable of juggling multiple roles efficiently. In addition to being on the front lines of patient care, pharmacists routinely take on the roles of technicians and cashiers.

The responsibilities of pharmacists are numerous and should not be taken lightly. A less experienced pharmacist may not know how to work with an aging populace taking multiple medications prescribed by multiple specialists (with no one person to oversee the big picture). A less experienced pharmacist may not be able to spot drug-seeking behavior in patients. A less experienced pharmacist may not know how to advise patients on managing their medication, or to communicate complex information in a way that is easy for patients to understand.

It's possible to hire someone with fewer years of experience if they can be trained by someone with more experience at your facility. But overall it is desirable to have hands-on experience in this role. On top of that, you'll want to hire someone with a patient-friendly manner. Use the following interview questions to evaluate the necessary hard and soft skills of your candidates.

Operational and Situational questions

- How do you stay up-to-date with current pharmacy practices?
- What challenges do you encounter on a day-to-day basis?
- What are some situations wherein you'd have to communicate with health insurance companies?
- How do you ensure that combinations of medications are compatible?
- What would you consider a clinically significant drug interaction?
- Describe a time you used your fact-finding skills to solve a problem.
- Describe a time you helped a difficult patient. What was the problem? What was the outcome?
- What factors do you consider before dispensing prescription medicines to patients?

- Describe your experience with immunizations.
- Describe a time you simplified complex medical information for a patient.
- How have you educated patients in managing their medication?
- How would you rate yourself on spotting drug-seeking behavior in patients? How have you handled it?
- Describe a time you went above and beyond to deliver excellent patient care.
- What would you do if you caught a colleague stealing?
- You're about to end your shift and your coworker suddenly calls in sick. How do you respond?
- Recall a time you disagreed with your coworker. How did you resolve it?