DMS Panel Interviews

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General Information

LCC’s Ultrasound: Diagnostic Medical Sonography (DMS) program is accredited by:

The Ultrasound Diagnostic Medical Sonography (DMS) program is Selective Admissions, which means admission into the program is on a competitive basis and does have program-specific entrance requirements. To be eligible for admission, candidates must successfully complete course requirements. A point system is used to rank applicants and determine who is accepted into the program. Candidates earn points based on course grades, healthcare experience, and the DMS Panel Interview. Applicants can complete an interview every 2-years.

Applicants who have met preliminary admission requirements will be contacted by the Selective Admissions office in February to schedule a DMS Panel Interview. Interviews are 20 minutes long and typically occur on Wednesdays in March. For detailed information on the application process, admission requirements, and point system, check out the DMS Advising Guide (https://internal.lcc.edu/hhs/advising_guides/).

Scoring Rubric

The DMS Panel Interviews will be conducted by a group consisting of the Program Director, faculty, and current professionals. A maximum of 30 points can be earned. Each candidate will be scored using the following system:
<table>
<thead>
<tr>
<th>Competency</th>
<th>Needs Work: 1 point</th>
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<tbody>
<tr>
<td>First Impressions</td>
<td>Shows up for the interview and does not shake hands and/or chews gum;</td>
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<tr>
<td></td>
<td>Looks at the floor or ceiling when speaking. Grammar and language are not appropriate. Says “um” or “and” too many times. Speaks too fast or too slow.</td>
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<tr>
<td>Interview Skills/Techniques</td>
<td>Adequate eye contact with your interviewer. Language and grammar are adequate. Says “um” or “and” a few times, but not enough to disrupt the interview. Speaks a little too fast or too slow</td>
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<tr>
<td></td>
<td>Excellent eye contact with interviewers without staring. Language and grammar is appropriate. Do not use “um” or “and”. Speak at the right speed.</td>
</tr>
<tr>
<td>Personal Attributes</td>
<td>Overbearing, overaggressive, egotistical; or shy, reserved, and/or overly nervous</td>
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<tr>
<td></td>
<td>Lack of interest and enthusiasm passive and indifferent; or overly enthusiastic</td>
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<tr>
<td></td>
<td>Answers in generalities with no reference to personal strengths, skills, and abilities</td>
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<tr>
<td>General Attitude</td>
<td>Somewhat nervous, some lapses in eye contact; speaks too loudly or softly,</td>
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<tr>
<td></td>
<td>Seems interested but could be better prepared or informed on certain topics</td>
</tr>
<tr>
<td></td>
<td>Answers a few questions with some reference to personal strengths, skills, and abilities</td>
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<tr>
<td>Self-Promoting</td>
<td>Confident and poised during interview; right volume used, humor, correct grammar</td>
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<tr>
<td></td>
<td>Interested and enthusiastic about the interview</td>
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<tr>
<td></td>
<td>Answers questions with reference to strengths, skills, and abilities and how these will contribute to the position</td>
</tr>
<tr>
<td>Responses</td>
<td>Answers with &quot;yes&quot; or &quot;no&quot; and fails to elaborate or explain;</td>
</tr>
<tr>
<td></td>
<td>Gives well-constructed responses, but sounds rehearsed or unsure</td>
</tr>
<tr>
<td></td>
<td>Gives well-constructed, confident responses that are genuine and give specific examples.</td>
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Sample Questions

Below are the types of questions you may be asked during the DMS Panel Interview:

Warm up Questions
- Who are you?
- Tell me about yourself?

General Questions
- Who is your hero and why?
- What were your favorite and least favorite courses in college?
- Of all the people, dead or alive, who would you most like to have dinner with and why?
- What are you passionate about?
- How can you tell if someone is compassionate?
- What negative experiences from your background made it clear that you wanted to pursue healthcare?
- What are you most proud of about yourself?
- Is there anything that you want us to know about you that we haven’t asked you?

Self-Assessment
- What kind of thing do you feel most confident in doing?
- Can you describe for me a difficult obstacle you have had to overcome? How did you handle it? How do you feel this experience affected your personality or ability?
- Describe your greatest strengths and weakness.
- What do you think are the most importance characteristics and abilities a person must possess to become a successful sonographer? How do you rate yourself in these areas?
- Do you consider yourself a self-starter? If so, explain why and give examples.
- What do you consider to be your greatest achievements to date? Why?
- What things give you the greatest satisfaction in school and in your life?

Personal
- Describe yourself in three words.
- How would you describe yourself as a person?
- How would your friends describe you?
- If I were to ask your academic advisor about your ability as a candidate for this program, what would he/she say?
- What leadership positions have you had?
- Tell me specifically what you did in the civic activities in which you participate (leading, sports, current events, etc).
- What do you do in your spare time?
- In what kind of activities have you been involved?
- What are your hobbies?
- What was the last book you read?
- What makes you laugh and why?
- Which qualities would you want to pass down to your children?
- What about yourself would you change if you could?
• What three material objects are most important to you?

Education
• What special aspects of your education or training have prepared you for admission into this program?
• What courses would you recommend to futures applicants?
• Do you think that your grades are a good index of your abilities?
• What was your toughest subject in college?

Stress
• What causes you the most stress in your life?
• What things frustrate you the most? How do you usually cope with them?
• Sonography school is a high pressure situation, how do you normally handle stress and what do you normally do to relieve stress?
• What would you do if a Radiologist or an ER physician screamed at you?
• What would you do if a physician, sonographer, or professor humiliated you in front of others?
• What has been the highest pressure situation you have been under in recent years? How did you cope with it?
• When you need counseling for a personal problem, who do you talk to?
• What is your typical way of dealing with conflict? Give me an example.
• Tell me about a time when you were able to successfully deal with another person even when that individual may not have personally liked you (or vice versa).

Qualifications & Experience
• What work experience have you had?
• What health care experience have you had?
• How have you contributed to your community?
• Do you like to work alone or with other people?
• Are you able to function independently without supervision
• Do you use a prioritization scheme to complete tasks?

Team and Teamwork Questions
• Have you ever worked as part of a team?
• Give an example of a time that you contributed to a group effort
• Do you feel you work more effectively on a one on one basis or in a group setting?
• If you were the team leader and there was a conflict between team members, how would you attempt to resolve the conflict?

Creativity
• In your experience, what have you done that you consider truly creative?
• Can you think of a problem that you have encountered when the old solutions didn’t work and when you came up with a new solution?
• Of your creative accomplishments big or small, at work or home, what gave you the most satisfaction? What kind of problems have people recently called upon you to solve? Tell me what you have devised.
Decisiveness

- Do you consider yourself to be a thoughtful, analytical or do you usually make up your mind fast? Give an example.
- What was your most difficult decision in the last 6 months? What made it difficult?
- The last time you did not know what decision to make, what did you do?
- How do you go about making an important decision affecting your career?
- What was the last major problem you confronted? What action did you take on it?

Leadership

- Have you held a leadership position in an organization?
- What approach do you take in getting your people to accept your ideas or goals?
- What specifically do you do to set an example for coworkers?
- What sort of leader do your people feel you are? Are you satisfied?
- How would you describe your basic leadership style? Give specific examples of how you practice this?

Sonography Specific Questions

- Why do you want to be a sonographer?
- If you want to help people, why not social work?
- Explain your interest in the medical field, start at the beginning and be specific.
- What major influences in your life led you to your decision to pursue a career in sonography.
- What will you contribute to the profession?
- What qualities do you look for in a healthcare worker?
- You have very little experience in the medical setting, therefore, how do you know you want to get your hands dirty and become part of the medical world?
- What experiences have you had in the community that demonstrate a commitment to the medical field?
- What scare you the most about the DMS program?
- What makes you think that you will be successful in the DMS program?
- Why study DMS when you have so many talents?
- Do you know what a real sonographer’s life is like?
- What do you need to work on to be a good sonographer?
- What is the one thing that would prevent you from going through a sonography program and completing your education?
- What are your standards for judging success?
- What will you do if you don’t get into the program this year?
- What would you say is the most important medical development to date?
- What do you think will be the biggest challenge in healthcare in the next 10 years?
- What would you do to remedy health care issues in the US?
- Who do you think about credentialing and medical reimbursement?

Ethical Issues

- Have you ever cheated on an exam?
- What would you do if you caught a close friend cheating in a course that you were also
enrolled?

- Would you prefer to provide average care and help more patients or would you prefer to provide excellent care and help fewer patients?

Other Questions

- Describe a situation in which you were able to use persuasion to successfully convince someone to see things your way.
- Describe a time when you were faced with a stressful situation in which you demonstrated your coping skills.
- Give me an example of a time when you used good judgment and logic in solving a problem.
- Give me an example of a time when you set a goal and were able to meet or achieve it.
- Give me a specific example of a time when you had to conform to a policy in which you did not agree.
- Tell me about a time when you had to go above and beyond the call of duty in order to get a job done.
- Give me an example of a time you had to make a split decision.
- Tell me about a difficult decision that you had to make in the last year.
- Give me an example of a time when you tried to accomplish something and failed.
- Give me an example of when you showed initiative and took the lead.
- Tell me about a recent situation in which you had to deal with a very upset customer or coworker.
- Give me an example of a time when you motivated others.
- Give me an example of the time when you used your fact-finding skills to solve a problem.
- Describe a time when you anticipated potential problems and developed preventive measures.
- Tell me about a time when you were forced to make an unpopular decision.
- Describe a time when you set your sights too high (or too low).
- Tell me about a time when you missed an obvious solution to a problem.
- With your lack of experience, how do you expect to perform well in this program?
- How would you handle a situation when a patient’s religious or personal beliefs do not coincide with yours?
- Sonographers are often in situations where they know the outcome of their patient’s fate before anyone else. What will your coping mechanism be, when you are discussing an upcoming trip with a patient and you KNOW they will not be alive to take that trip?
- What strategies will you use to comfort a patient when she learns that her baby has a life threatening diagnosis and will not survive birth?

***This document should not be considered an original work. Many of the questions, can be found in numerous books or publications. Since the same questions or modifications of the same questions are found at numerous sites, no attempt has been made to supply appropriate references.***
Non-Discrimination Statement

Lansing Community College is committed to providing equal employment opportunities and equal education for all persons regardless of race, color, sex, age, religion, national origin, creed, ancestry, height, weight, sexual orientation, gender identity, gender expression, disability, familial status, marital status, military status, veteran’s status, or other status as protected by law, or genetic information that is unrelated to the person’s ability to perform the duties of a particular job or position or that is unrelated to the person’s ability to participate in educational programs, courses services or activities offered by the college.

The following individuals have been designated to handle inquiries regarding the nondiscrimination policies: Equal Opportunity Officer, Washington Court Place, 309 N. Washington Square Lansing, MI 48933, 517-483-1730; Employee Coordinator 504/ADA, Administration Building, 610 N. Capitol Ave. Lansing, MI 48933, 517-483-1875; Student Coordinator 504/ADA, Gannon Building, 411 N. Grand Ave. Lansing, MI 48933, 517-483-1885; Lori Willett, Human Resource Manager/Title IX Coordinator, Administration Building, 610 N. Capitol Ave. Lansing, MI 48933, 517-483-1870; Christine Thompson, Student Title IX Coordinator, Gannon Building, 411 N. Grand Ave. Lansing, MI 48933, 517-483-1261.