



# PRACTICE INTERVIEW QUESTIONS FOR MEDICAL DOSIMETRISTS

## SORTED BY:

- ✓ Recent Grad/Entry-level
- ✓ Current Dosimetrist
- ✓ Lead Dosimetrist
- ✓ Common Questions (for any level)

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## **RECENT GRAD/ENTRY-LEVEL**



- 1. What are some steps are you taking to prepare for your transition from a dosimetry student to a role as a dosimetrist?**
- 2. How did you become interested in a career in healthcare/Medical Dosimetry?**
- 3. What do you anticipate some of the challenges might be that you may face as a dosimetrist?**
- 4. What is your 5 and/or 10-year plan?**
- 5. What are some goals you are setting for yourself with regards to your dosimetry career?**
- 6. Are you interested in participating in teaching or research?**
- 7. How do you handle pressure when it comes to strict deadlines with regards to plans being due?**
- 8. What is your preferred learning style and how do you handle taking on something new?**
- 9. Tell us about a time when you struggled academically in college? How did you handle the situation and what was the outcome?**
- 10. What courses during your college education have had the greatest impact on you and why?**
- 11. What software programs or tools do you use in your work, and how proficient are you with them?**
- 12. How would you describe your communication style when explaining treatment plans to physicians and other members of the radiation oncology team?**
- 13. Can you describe your experience working with patients from diverse backgrounds or with varying medical conditions?**
- 14. As a graduate dosimetrist, what are your expectations from our more experienced dosimetrists?**

## **RECENT GRAD/ENTRY-LEVEL**



- 15. Can you explain how the IMRT process works and why it is significantly different than conventional treatment?**
- 16. Dosimetry workload often comes in spurts. How do you manage work and life balance?**
- 17. Have you worked as or shadowed a radiation therapist and how do you apply your experience in your dosimetry planning?**
- 18. How confident do you feel contouring OARs? What experience do you have with contouring?**
- 19. How do you feel your pathway of obtaining your CMD has prepared you for the job?**
- 20. The physician is really busy and asks you to do a contour of the GTV. How do you handle this?**
- 21. What would happen if the therapist calls you to the treatment machine and the electron boost will not clear the patient at 100cm SSD and must treat at 105 cm SSD?**
- 22. What would your professors/fellow students say about your clinical skills?**
- 23. You perform a RadCalc for a breast tangent plan and the calculation is off 10 percent from the computer MU, which might you look for?**
- 24. What exposure have you had to this profession?**

## **CURRENT DOSIMETRIST**



- 1. How did you learn about this hospital/center and what influenced you to apply?**
- 2. What are some challenges you anticipate you may face transitioning to a new center?**
- 3. How do you anticipate transitioning from your current center to a new center with different physician preferences/techniques than you may be used to?**
- 4. If you notice you are working harder than one of your other dosimetry coworkers, what would you do in this situation?**
- 5. What value can you provide to our center from your previous experience?**
- 6. How would you handle difficult or emotionally challenging situations that may arise during patient treatment/CT Simulation set up?**
- 7. What experience do you have with quality improvement initiatives or research projects within your department or organization?**
- 8. How would you best get up to speed with a new treatment planning system when taking a new job?**
- 9. Do you have any questions about our company?**

# LEAD DOSIMETRIST



- 1. What experience do you have leading a team or managing others in a professional setting?**
- 2. What do you believe are the most important qualities for a leader or senior dosimetrist to possess?**
- 3. How would you describe your leadership style, and what could it bring to our team?**
- 4. How do you prioritize and delegate tasks among your team members?**
- 5. How do you handle conflicts or disagreements among team members?**
- 6. How do you ensure accuracy and quality control in your work, as well as that of your team members?**
- 7. Can you describe a time when you had to make a difficult decision as a dosimetrist, and how you approached the situation?**
- 8. What do you think are the biggest challenges facing dosimetry departments currently, and how would you address them in a leadership or senior dosimetrist role?**
- 9. How do you stay up to date with advances in technology and techniques within the field of dosimetry?**
- 10. How do you balance the need for efficiency with the need for thoroughness and accuracy in your work?**
- 11. Can you describe your experience working with other departments or healthcare professionals, such as radiation oncologists or medical physicists, and how you collaborate with them to provide the best patient care possible?**
- 12. How can you improve communication between dosimetry and other teams within radiation oncology such as physics/therapy?**
- 13. Can you provide an example of your ability to motivate your co-workers/dosimetrists you will be leading?**
- 14. Why should we hire you? What makes you a good "fit" for our organization and this particular position?**
- 15. What kind of goals would you have in mind if we hired you for this position?**

# **COMMON QUESTIONS (FOR ANY LEVEL)**



- 1. Can you walk us through the process you follow to create a treatment plan for a patient?**
- 2. How do you ensure that the radiation dose delivered to a patient is safe and effective, and meets the physician's prescription?**
- 3. What techniques do you use to minimize radiation exposure to healthy tissues and organs during treatment?**
- 4. How do you calculate the monitor units (MU) necessary to deliver a prescribed dose, and what factors do you take into account?**
- 5. How do you determine the appropriate field size and shape for a treatment beam, and what considerations do you take into account?**
- 6. Can you explain the difference between IMRT and VMAT, and when each technique might be used?**
- 7. How do you ensure that the patient is positioned correctly during treatment, and what techniques do you use to verify patient setup?**
- 8. Can you describe your experience with brachytherapy treatment planning and delivery?**
- 9. What quality assurance measures do you take to ensure the accuracy and reliability of treatment plans and dose calculations?**
- 10. How do you stay up to date with new technologies and techniques in radiation therapy, and what resources do you use to stay informed?**
- 11. Why should we hire you/what sets you apart from our other candidates?**
- 12. How many days should you need to complete a conventional plan and IMRT plan after simulations?**
- 13. The field of Radiation Oncology is constantly changing, how do you plan to adapt to change?**
- 14. If you are working with multiple physicians, how do you prioritize your workload?**
- 15. Tell me about how you have used technology in your healthcare or clinical experience and your comfort in doing so.**

# **COMMON QUESTIONS (FOR ANY LEVEL)**



- 16. Today's healthcare venues serve a diverse population of patients from all walks of life, economies, and cultures; tell me about any experience you have had that you feel has prepared you to interact and serve diversity effectively.**
- 17. What are your future aspirations involving the dosimetry field?**
- 18. What is your preferred method of communication when communicating treatment information or changes?**
- 19. What treatment planning systems, EMR and specialty software have you worked with, and which do you prefer and why?**
- 20. Describe how you would handle a situation if you were required to finish multiple tasks by the end of the day, and there was no conceivable way you could finish them.**
- 21. Describe your documentation style.**
- 22. Give an example of your ability to motivate your co-workers or classmates.**
- 23. Tell me about yourself.**
- 24. Give me an example of an accomplishment you are proud of.**
- 25. How do you want to improve yourself in the next year?**
- 26. How do you define "success" in dosimetry?**
- 27. Some people are best as part of a group, others prefer the role of individual contributor. How would you describe yourself?**
- 28. Talk about a challenging experience that you encountered professionally or academically and how you overcame it.**
- 29. Talk about one strength and one weakness that you possess.**
- 30. Tell me about a time when you had to think outside the box in order to solve a problem.**
- 31. Tell me about one of your most creative moments, personal or professional.**
- 32. Provide an example of a situation where you were empowered to make decisions.**

# COMMON QUESTIONS (FOR ANY LEVEL)



33. Tell me about your educational background.
34. What are 2-3 weaknesses you need to improve?
35. What are most people surprised to learn about you?
36. What are three adjectives that describe your interpersonal and communication skills?
37. What are you looking for in terms of career development?
38. What are your long-term career goals?
39. What do you plan to accomplish in your field?
40. What experiences led you to your career choice?
41. What have you done outside of formal education to improve yourself?
42. What three words would your peers use to describe you?
43. Describe a time when you tackled a tough or unpopular assignment.
44. Do you prefer to work alone or with others? Why?
45. Give an example of when you were able to learn something complex in a short period of time.
46. How do you plan to incorporate lifelong learning in your career?
47. Tell me about an experience in which you had to make a difficult decision.
48. What are your salary expectations?
49. Why do you want to work for us?

## Common Questions (sorted by category)

Technical: 1, 2, 6, 7, 9, 19

Treatment Planning: 3, 4, 5, 8, 12, 14, 21

Personal: 11, 18, 23, 24, 27, 29, 33, 34, 35, 36, 41, 42, 44

Technology: 10, 13, 15

Situational: 16, 20, 22, 28, 30, 31, 32, 43, 47, 45

Dosimetry Career: 17, 25, 26, 37, 38, 39, 40, 46, 48, 49