Interview Guide

Aylara Pelvic Health & Wellness

SECTION 1: Foundational & Values-Based (Both Roles)

Personal Insight

- Tell me about a major experience in your life that shaped who you are.
- What motivates you to do meaningful work?
- How do you unwind outside of work?
- What would your ideal work environment look like? What sets you up for success?
- What does accountability mean to you?

Culture & Alignment

- What interests you about this position specifically?
- What draws you to a clinician-owned specialty clinic versus a hospital or corporate system?
- Do you prefer a structured environment or an entrepreneurial one? Why?
- What does a healthy team culture look like to you?
- What do you ultimately want your career to become?

SECTION 2: Pelvic Health Physical Therapist (DPT) Interview Questions

Clinical & Professional

- Why did you choose physical therapy as a career?
- Why pelvic health specifically?
- Describe your experience with internal pelvic floor assessment and treatment.
- How do you build trust with patients navigating sensitive diagnoses?
- Walk me through your evaluation process for a postpartum patient with pelvic pain.
- How do you integrate orthopedic principles into pelvic rehab?
- Tell me about a complex case that challenged you clinically.

Growth & Coachability

- Tell me about a time you tried hard but failed. What did you learn?
- What continuing education has most influenced your practice?
- What skill are you currently trying to improve?
- If you could write your ideal role/job description for the next year, what would it include?

Problem-Solving & Scaling

- Aylara is growing. How do you handle change and evolving systems?
- If your schedule suddenly increased 20%, how would you protect quality of care?
- How do you manage documentation when your day is clinically heavy?

Patient Experience

- What does exceptional patient care look like to you?
- Tell me about a time a patient gave you difficult feedback.
- How do you respond if a patient disagrees with your plan of care?

SECTION 3: Administrative Coordinator Interview Questions

Administrative & Operational

- What administrative duties have you previously handled?
- What systems or tools do you use to stay organized?

- How do you prioritize when multiple tasks must be completed in one day?
- Describe how you handle confidential or sensitive information.
- How would you manage a full schedule with multiple last-minute cancellations?

Patient Experience

- How would you handle a patient who is upset about billing?
- How do you ensure every patient feels welcomed but not exposed in a sensitive clinic setting?
- What does excellent customer service look like in healthcare?

Systems Thinking

- If you could improve one workflow in a clinic, what would it be?
- The culture here is patient-centered. How would you build systems that support that?
- How do you keep others organized?

SECTION 4: Creative & Critical Thinking (Both Roles)

Use selectively; not all are required.

- Give two examples of ideas you've implemented in a past role.
- If you were an animal, which would you be and why?
- If you could have one superpower, what would it be and why?
- With your eyes closed, walk me through tying your shoes step-by-step.
- Why is there fuzz on a tennis ball? (Looking for thought process, not perfection.)
- Tell me the difference between good and exceptional.

SECTION 5: Behavioral & Leadership

- How do you handle working with someone who annoys you?

- Tell me about a time you gave difficult feedback.
- If your supervisor asked you to do something you disagreed with, how would you respond?
- What makes a good leader?
- What makes a bad leader?
- Would you rather work for someone competent, strict, or likable—and why?
- How do you feel about hearing “no”?

- How would you feel working for someone who knows less than you?
- Describe how you handle finishing multiple tasks when time is limited.

SECTION 6: Compensation & Logistics

- How many hours per week are ideal for you?
- What is your salary history?
- What salary range are you seeking?
- Are you comfortable in a small-business environment where benefits may evolve over time?

SECTION 7: Closing Questions

- At what percentage of this interview are you hoping we’re at right now?
- What questions do you have for us?
- Is there anything you wish we would have asked?