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## **QUESTIONS FOR REFERENCES**

- How does the candidate demonstrate initiative?
  
- Is the candidate a hard worker? Does the candidate demonstrate a good work ethic? Will the candidate go above and beyond the minimum requirements?
  
- Where does the candidate's medical knowledge fall compared to peers?
  
- How are the candidate's endoscopic skills? How would you rate the candidate compared to peers?
  
- How are the candidate's interpersonal skills with other physicians, colleagues, staff, and patients?
  
- Is the candidate dependable? How does the candidate demonstrate dependability?
  
- Do you feel the candidate is better suited for academics or private practice?