



### **Questions Asked by Employers at a Nursing Interview**

- Tell me about yourself.
- What two or three accomplishments have given you the most satisfaction?
- What outside activities complement your work interests?
- What have you learned from your participation in activities?
- What are your short-range and long-term career goals?
- How do you plan to achieve your career goals?
- Why did you choose a career in nursing?
- What are the most important rewards you expect in your nursing career?
- How would you describe yourself?
- What do you consider to be your greatest strengths and weaknesses?
- What qualifications do you have that make you think you will be successful in nursing?
- What motivates you to put forth your greatest effort?
- Why should I hire you?
- What is unique about you?
- What can you tell us about yourself that is not on your resume?
- What would you say is your biggest self-improvement?
- Who has exercised the greatest influence on you?
- What qualities do you most admire in people?
- Describe the biggest crisis in your life.
- What has been the most rewarding thing in your life thus far? most challenging?
- What is the biggest mistake you ever made? What did you learn from it?
- How have you benefited from disappointment?
- In what kinds of units are you most comfortable?
- How would you describe the ideal job for you?
- How do you determine or evaluate success as a nurse?
- How do you handle people who you really don't get along with?
- Tell me about a professor/boss you did not get along with well.
- Tell me about a professor/boss you liked/got along with well.
- Describe your best/worst supervisor.
- What qualities should a successful manager possess?
- Describe the relationship that should exist between a supervisor and those reporting to him or her.
- Why did you select your college or university?
- What led you to choose your field of study?
- What specific classes did you like the best/least?
- What did you like best/least in your clinical rotations?
- Describe your most rewarding academic experience.
- Do you have plans for continued study/an advanced degree?
- Do you think that your grades are a good indication of your academic ability?
- Tell me about the most difficult clinical experience you have faced.
- What duties from your current job have you enjoyed most/ least?
- In what ways do you think you can make a contribution to our organization?
- If you were hiring an individual for this position, what qualities would you look for?
- What are some of the characteristics of the best nurse you know?
- What do you know about our organization?
- Why did you decide to seek a position with this organization?
- What qualities do you look for in a work environment?
- What are the factors for your satisfaction in the workplace? personal happiness?



- How do you organize multiple responsibilities?
- Describe how you demonstrate professionalism in your work/clinical/activities.
- How do you relieve stress?
- How would you motivate a resistant patient to comply with your instructions?
- Describe how you handle criticism of your work.
- Describe how you work under pressure.
- Describe a specific problem you solved for an employer.
- What do you think a nurse's responsibility is in today's society?
- What do you think is a significant problem facing nursing/healthcare today?
- A patient asks you, "Would I die if I jump from this window?" What would you do?
- You are reporting an important change in a patient's condition to a doctor, and the doctor yells at you and calls you incompetent. What would you do?
- If you saw a co-worker do harm to a patient, how would you handle it?
- What would you do if you were asked to do something unethical?
- Tell me about a time when you...
  - Encountered an angry or frustrated patient or family member.
  - Had to deal with a personality conflict with a boss or co-worker.
  - Were significantly bothered by the actions of a co-worker.
  - Encountered a stressful clinical situation.
  - Felt under a great deal of pressure from a supervisor or customer.
  - Worked effectively under a great deal of pressure.
  - Did not handle a stressful situation very well.
  - Became very frustrated over a situation at work.
  - Were particularly perceptive regarding a person's or group's feelings and needs.
  - Built rapport quickly with someone under difficult conditions.
  - Prioritized with your patients.
  - Were particularly effective at prioritizing tasks and completing a project on schedule.
  - Planned and coordinated a project that was very successful.
  - Identified potential problems and resolved the situation before the problems became serious.
  - Were very effective in problem-solving.
  - Had to make an important decision quickly even though you did not have all the information you wanted.
  - Felt really good about a decision you made.
  - Made a major contribution to an organization.
  - Had to remain considerably flexible.
  - Were especially creative in solving a problem.
  - Were able to gain commitment from others to work as a team.
  - Were able to build team spirit during a time of low morale.
  - Found it necessary to tactfully but forcefully say something others did not want to hear.
  - Were in a difficult situation in which was desirable for you to keep a positive attitude.
  - Made a major sacrifice to achieve a work goal.
  - Provided excellent care and the feedback you received about it.
  - Demonstrated effective communication.

Sources: *allnurses.com*

*Career Development Guide*

*Opportunities in Nursing Careers*

*Planning Job Choices*



### **Questions to Ask an Employer at a Nursing Interview**

- How do you encourage employees to keep current with developments in this field?
- What kinds of opportunities are there for serving...on committees? in community service projects?
- How are new nurses trained and mentored during the first year on the job?
- What qualities are you looking for in the candidate who fills this position?
- What characteristics seem to be common amongst nurses who are successful here?
- What would you consider the most challenging aspect of this position?
- Can you tell me how success in this position is measured?
- How often are performance reviews given?
- What do you like best about this organization?
- What is the next course of action? When should I expect to hear from you?

*Sources: Career Development Guide  
Opportunities in Nursing Careers*

### **Skills/Qualities Employers Seek in Nursing Candidates**

Ability to Work Cooperatively with People of Different Backgrounds  
Active Listening Skills  
Analytical Skills  
Attention to Accuracy  
Communication Skills  
Critical Thinking Skills  
Detail-Oriented  
Emotional Composure in Stressful Situations  
Human Compassion  
Interpersonal Skills  
Leadership Skills  
Multi-Tasking Skills  
Organizational Skills  
Patience  
Self-Confidence  
Sound Judgment  
Teamwork Skills  
Understanding of Human Behavior and Development

*Sources: College Majors and Careers  
Occupational Outlook Handbook  
Careers in Nursing*