

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · ER NURSE

1	What experience do you have working in an emergency room?	12345	
2	Have you ever responded to a medical crisis or code blue situation?	12345	
3	What is your approach when dealing with difficult patients and their families?	12345	
4	Are there any specific protocols that you are experienced in following when handling sudden emergencies?	12345	
5	How would you respond if faced with multiple patients at once?	12345	
6	Explain how you stay organized in a chaotic environment.	12345	
7	Describe your ability to make quick decisions in challenging situations.	12345	
8	How would you explain the role of an ER nurse to someone who is unfamiliar with it?	12345	
9	Describe your knowledge of medications commonly used in emergency rooms.	12345	
10	What do you think are the most important qualities of an ER nurse?	12345	
11	How do you collaborate with other healthcare professionals, including physicians and paramedics?	12345	

OVERALL ASSESSMENT

CRITERIA	SCORE (1-5)	NOTES
Educational Background Appropriate qualifications or training for the position.	12345	
Prior Work Experience Skills or qualifications acquired through past work.	12345	
Qualifications / Experience The technical skills the position actually needs.	12345	
Problem Solving Abilities Demonstrated critical problem-solving.	12345	
Communication Team building and communication skills.	12345	
Organizational Fit Would this hire steer the organization the right way?	12345	

CRITERIA

SCORE (1-5) NOTES

Directional Fit

A step forward, or backward, in their career?

12345

RECOMMENDATION

☐ Advance

☐ Hold

☐ Decline

AvaHR — hiring software for teams without a recruiter
Use the same scorecard for every candidate in this role.

1 = well below the bar · 3 = meets it · 5 = clearly above it