

Score every candidate against the same questions and criteria

CANDIDATE	INTERVIEWER	DATE	STAGE
-----------	-------------	------	-------

INTERVIEW QUESTIONS · FNP

1	What experience do you have as a Family Nurse Practitioner?	1 2 3 4 5	
2	How would you handle complex medical cases?	1 2 3 4 5	
3	What strategies will you use to provide excellent patient care?	1 2 3 4 5	
4	Describe how you effectively collaborate with other healthcare professionals.	1 2 3 4 5	
5	How do you stay up to date on relevant technology and best practices in family nursing care?	1 2 3 4 5	
6	Why did you choose this field of work?	1 2 3 4 5	
7	What do you find most rewarding about working as a Family Nurse Practitioner?	1 2 3 4 5	
8	Describe how you would respond to challenging situations with patients.	1 2 3 4 5	
9	What qualities do you possess which make you an ideal Family Nurse Practitioner candidate for us?	1 2 3 4 5	
10	What techniques do you use to ensure the safety of patients and their families?	1 2 3 4 5	
11	Are there any areas of nursing practice that you feel particularly passionate about?	1 2 3 4 5	

OVERALL ASSESSMENT

CRITERIA	SCORE (1-5)	NOTES
Educational Background Appropriate qualifications or training for the position.	1 2 3 4 5	
Prior Work Experience Skills or qualifications acquired through past work.	1 2 3 4 5	
Qualifications / Experience The technical skills the position actually needs.	1 2 3 4 5	
Problem Solving Abilities Demonstrated critical problem-solving.	1 2 3 4 5	
Communication Team building and communication skills.	1 2 3 4 5	
Organizational Fit Would this hire steer the organization the right way?	1 2 3 4 5	

CRITERIA

SCORE (1-5) NOTES

Directional Fit

A step forward, or backward, in their career?

1 2 3 4 5

RECOMMENDATION

☐ Advance ☐ Hold ☐ Decline

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

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