

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · HOME HEALTH NURSE

1	How long have you been a registered nurse?	1 2 3 4 5	
2	Do you have experience in home health care?	1 2 3 4 5	
3	What is your philosophy on patient care?	1 2 3 4 5	
4	How did you become interested in home health nursing?	1 2 3 4 5	
5	What type of patients do you feel most comfortable caring for?	1 2 3 4 5	
6	What are your strengths and weaknesses?	1 2 3 4 5	
7	What challenges have you faced while working as a home health nurse?	1 2 3 4 5	
8	Can you provide me with examples of how you've provided care to patients in the past?	1 2 3 4 5	
9	How would you handle a situation where a patient refused treatment?	1 2 3 4 5	
10	How do you deal with difficult patients or families?	1 2 3 4 5	
11	What is your policy on working overtime?	1 2 3 4 5	
12	Do you have liability insurance?	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.