

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · ICU NURSE

1	What inspired you to become an ICU Nurse?	1 2 3 4 5	
2	How do you stay up-to-date with best practices in the ICU setting?	1 2 3 4 5	
3	Describe your experience with critically ill patients and how it has prepared you for this role.	1 2 3 4 5	
4	Explain how well you collaborate with other healthcare professionals as part of a team.	1 2 3 4 5	
5	Tell me about a time when you made a positive difference in the life of one of your patients.	1 2 3 4 5	
6	How do you handle stressful situations in the ICU?	1 2 3 4 5	
7	What strategies do you use to ensure patient safety and quality of care?	1 2 3 4 5	
8	Have you ever managed a difficult situation with a family member, physician, or fellow staff member in the ICU? How did you handle it?	1 2 3 4 5	
9	Describe your experience with using technology in the ICU setting.	1 2 3 4 5	
10	How have you taken initiative to go above and beyond your job duties?	1 2 3 4 5	
11	What challenges have you faced in the ICU and how did you overcome them?	1 2 3 4 5	
12	Do you have any questions for me about the position or our facility?	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	

CRITERIA	SCORE (1-5)	NOTES
Organizational Fit Would this hire steer the organization the right way?	12345	
Directional Fit A step forward, or backward, in their career?	12345	

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.