

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · LABOR AND DELIVERY NURSE

1	What experience do you have in labor and delivery nursing?	1 2 3 4 5	
2	How have you dealt with difficult situations during childbirth?	1 2 3 4 5	
3	What techniques do you use to assess fetal well-being during labor?	1 2 3 4 5	
4	Have you ever had to respond to an emergency situation involving a newborn or mother?	1 2 3 4 5	
5	How would you handle a patient who is refusing medical advice during their pregnancy or delivery process?	1 2 3 4 5	
6	Describe your experience working with high-risk pregnancies.	1 2 3 4 5	
7	Do you have any experience in caring for multiple patients at once?	1 2 3 4 5	
8	What strategies do you use when educating new mothers about breastfeeding and infant care?	1 2 3 4 5	
9	Describe how you stay current on best practices for labor and delivery.	1 2 3 4 5	
10	How do you handle disagreements with physicians or other providers during the labor process?	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.