

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · LICENSED PRACTICAL NURSE

1	What experience do you have working as a Licensed Practical Nurse?	12345	
2	Have you ever handled complex cases in your professional nursing career?	12345	
3	How do you handle difficult patients and challenging situations?	12345	
4	Explain to me the importance of good communication between doctors, nurses, and other healthcare professionals.	12345	
5	Do you feel comfortable providing patient care for multiple different types of medical conditions?	12345	
6	Describe how your past experiences make you uniquely qualified for this position.	12345	
7	Tell me about a situation when you had to stay calm under pressure.	12345	
8	What safety protocols do you follow when providing patient care?	12345	
9	How do you keep up with changing trends and technology in the medical field?	12345	
10	What is your opinion on teamwork among healthcare staff?	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	
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.