

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · NURSE ASSISTANT

1	What experience do you have as a Nurse Assistant?	12345	
2	What did you like most about your previous job as a Nurse Assistant?	12345	
3	Describe a difficult situation that you faced as a Nurse Assistant.	12345	
4	Tell me about the training that you received as a Nurse Assistant.	12345	
5	What type of personality do you think would be successful in this role?	12345	
6	What would you do if a patient had an unexpected reaction to their medication?	12345	
7	How would you ensure the safety of the patients in your care?	12345	
8	Describe how you stay organized when working as a Nurse Assistant.	12345	
9	In what ways do you think healthcare has changed since you began working as a Nurse Assistant?	12345	
10	How have you kept up with any changes in regulations or protocols related to nursing assistants?	12345	
11	How do you handle challenging conversations with patients and their families?	12345	
12	Describe a time when you had to work independently as a Nurse Assistant.	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	

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

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.