

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · NURSE

1	What is your nursing experience?	1 2 3 4 5	
2	How did you become interested in nursing?	1 2 3 4 5	
3	Describe a time when you had to manage multiple tasks simultaneously.	1 2 3 4 5	
4	Describe a time when you went above and beyond the call of duty as a nurse.	1 2 3 4 5	
5	What motivates you to be a nurse?	1 2 3 4 5	
6	Describe a difficult patient interaction you have had and how you handled it.	1 2 3 4 5	
7	Tell me about a time when you had to deal with a difficult situation.	1 2 3 4 5	
8	What are some of the common challenges nurses face?	1 2 3 4 5	
9	How do you deal with stress?	1 2 3 4 5	
10	What are your career goals?	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	
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.