

CANDIDATE	INTERVIEWER	DATE	STAGE
-----------	-------------	------	-------

INTERVIEW QUESTIONS · NURSING ASSISTANT

1	What experience do you have as a Nursing Assistant?	1 2 3 4 5	
2	What type of patients have you worked with in the past?	1 2 3 4 5	
3	How do you deal with difficult situations?	1 2 3 4 5	
4	Have you ever had to administer medication?	1 2 3 4 5	
5	Are you comfortable working long hours?	1 2 3 4 5	
6	Do you have any experience in a hospital setting?	1 2 3 4 5	
7	Would you describe yourself as a patient person?	1 2 3 4 5	
8	What are your strengths and weaknesses?	1 2 3 4 5	
9	What type of nursing environments have you worked in?	1 2 3 4 5	
10	Describe how you would handle difficult situations as a Nursing Assistant.	1 2 3 4 5	
11	What qualities do you think are important for a successful Nursing Assistant?	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.