

CANDIDATE	INTERVIEWER	DATE	STAGE
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INTERVIEW QUESTIONS · REGISTERED NURSE

1	What experience do you have as a Registered Nurse?	1 2 3 4 5	
2	What are your hours of availability?	1 2 3 4 5	
3	What is your hourly rate?	1 2 3 4 5	
4	Are you licensed in this state?	1 2 3 4 5	
5	Have you ever been convicted of a crime?	1 2 3 4 5	
6	How many years of experience do you have?	1 2 3 4 5	
7	What type of patients do you feel most comfortable caring for?	1 2 3 4 5	
8	Do you have any experience in hospice or palliative care?	1 2 3 4 5	
9	What are your thoughts on end-of-life care?	1 2 3 4 5	
10	Tell me about a time when you had to deal with a difficult patient.	1 2 3 4 5	
11	Tell me about a time when you had to go above and beyond for a patient.	1 2 3 4 5	
12	Tell me about a time when you had to deal with a challenging situation.	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.