



Nursing Interviewing Questions

Prepare three or four key strengths that relate closely to the job you are interviewing for. Reinforce each strength with a concrete example. Use the specifications in the job description to focus on the employer's needs.

Interviewer Questions

1. Tell me about yourself. TIP: keep it short and relevant.
2. When did you know you wanted to be a nurse?
3. Why did you choose to attend ONU?
4. Why did you choose to specialize in _____?
5. What are your strongest skills? (back up answers with specific examples)
6. How would you describe yourself? How would a preceptor or colleague describe you?
7. Tell me about the most difficult clinical experience you've faced and how you handled it.
8. What do you consider the most important qualities a nurse practitioner needs to do this job successfully?
9. What did you like best/least in your clinical experiences?
10. How did you motivate a resistant patient to comply with your instructions?
11. Describe a difficult decision you've made and the process you went through to reach that decision.
12. What are your strengths/weaknesses?
13. Why are you interested in working for us?
 - This is a version of the question, "Why should we hire you?" Be ready for this one. Even if it's not asked directly, the answer to this should be threaded throughout all your responses)
14. What gives you the most satisfaction as a nurse? Why?
15. Where do you see yourself in five years?
 - TIP: respond in terms of knowledge/skills/abilities you wish to acquire.
16. What two or three things are most important to you in your job?
17. What are some characteristics of the best nurse that you know?
18. What do you think is the most significant problem in health care today?
19. What do you see as the major issues facing nurses in the future?
20. How do you stay current in your practice?
21. What do you enjoy doing when you're not working?
22. How do you relieve stress?
23. What would you do if..... (cites clinical situation; here the interviewer is looking for your judgment and maturity in handling complex situations)
24. Describe to me the best/worst supervisor you ever had.
25. What are your salary requirements?

- Calculator.net <https://www.calculator.net/salary-calculator.html>
- Salary.com <https://www.salary.com/>

Do You Have Any Questions for Me? (Candidate Questions)

1. Can you explain the scheduling process?
2. What is your nurse/patient ratio?
3. Do you have 8/10/12 hour shifts?
4. How is the scheduling done for the unit?
5. What are the current challenges that your company faces?
6. What were the results of the last survey? When is the next survey scheduled?
7. Is call required for this position? If so, what are the call requirements?
8. What would be my primary challenges if I were selected for this position?
9. How often are performance reviews conducted and what is your process?
10. How does this organization feel about continuing education?
11. How does the administration view nursing in terms of importance to the hospital?
12. Are nurses allowed to suggest areas for research to improve patient care? If so, are they allowed to design and carry out research projects with other professionals?
13. What unique challenges has this unit faced over the last year? (i.e. successes, failures, etc.)
14. How long is the orientation phase and what can I expect?
15. How much of the orientation phase will be spent on the shift I will be working?



