

The Career Center polls recent classes of nursing graduates regarding interview questions they were asked during their job search. The questions provided below can be used as you prepare and practice for your own externship and full-time nursing interviews, as they are derived from our alumni and their actual experiences. Professional nurses, your peers and Career Center counselors are also great resources to support you as you prepare. Don't forget to review the Career Center's guides to Interviewing and Common Interview Questions for more general interview preparation.

### Behavioral and Situational Questions

- Tell me about a time that you went above and beyond for a patient.
- Tell me about your most challenging clinical experience.
- Who was the most difficult patient with whom you have worked?
- Have you ever seen an emergency in clinical or job, and if so, what did you do?
- Tell me about a time that you had to solve a problem in clinical or another nursing role?
- Describe a time when you worked with a patient who couldn't communicate, how did you build rapport?
- Tell me about a time that you advocated for your patient or had to speak up to give them proper care.
- Tell me about a time when you used research-based evidence to improve the care of your patient.
- Talk about an experience in nursing that had a profound impact on you – a scenario that solidified why nursing.
- Tell us about a time someone didn't want to comply with your plan of care, how was that a challenge?
- Describe a time when your patient had a different cultural background than yourself, what was it like?
- Tell me about a time when you walked into a patient's room and thought "uh oh". How did you fix it?
- How would you handle delegating a task that a Tech/NA feels they are too busy to do?
- Tell me about something that happened in clinical that caught you off guard and you weren't sure what to do.
- Tell me about a special patient....an experience that you learned something important from.
- Tell me about a time that a policy was unclear and how you handled it.
- How would you handle walking into a room encountering an angry mother upset about a cold meal for her child?
- Your patient is a 55-year-old man who has just been diagnosed with lung cancer when you go into his room he is crying and asks if you will sit with him while he gets his thoughts together and then talk, but you have other patients to see. What do you do?
- You are caring for a woman who is from a different culture where the man of the household is supposed to make all medical decisions. After her husband leaves the woman tells you that she doesn't like the plan of care he has decided on. What do you do?

## General Questions

- Why nursing?
- Why this hospital/city/health system?
- Why this Unit/Specialty(s)? Oncology, Pediatrics, ICU, etc.
- What is your nursing philosophy? How do you define nursing?
- What does patient-centered care mean to you?
- How do you incorporate Evidence-Based Practice into your work?
- What is your favorite and least favorite thing about nursing?
- What has been your most favorite clinical rotation and why?
- How have your past experiences related to this position (clinical, externship, volunteer, etc.)?
- How has clinical prepared you for nursing?
- What was your favorite clinical rotation? Most rewarding experience? Favorite patient?
- What departments/units are you most interested in?
- What areas have your clinical instructors complimented you on or areas that you could improve?
- Why did you change into nursing? (alternate sequence and Express students)
- Which of your prior experiences will help you excel as a professional nurse?
- What do you feel will be the biggest challenge for you in this department/unit?
- What are the most important traits a nurse should have? How will you put them into your work?
- What is the importance of customer service/care?
- What would you document and assess when changing a wound dressing?
- What kind of hours are you expecting/wanting for this position?
- Here is a list of 4 patients, we will read descriptions and please rank them to prioritize.
- How many times have you been late to clinical? Or late with a deadline?
- What is the most challenging part about nursing school?
- Why go against the grain and apply for a job in \_\_\_\_\_, when nursing schools are pushing \_\_\_\_\_?
- What is your favorite body system/organ?
- What is the biggest problem in healthcare today?
- Is there a particular patient population that you are more nervous about?
- How would you handle hearing some nurses speaking negatively about another nurse?
- Have you given any thought to joining any teams throughout \_\_\_\_\_? Other interests outside this unit?
- How would you deal with a patient who expresses unhappiness with the care they received from another nurse?
- What makes a good vs. bad clinical instructor?