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Preparing for a successful job interview

The interview is the time to communicate your skills and abilities to a potential employer. Being prepared for an interview is essential, and is often the difference between a successful job offer or a Dear John/Mary letter. Here is a list of questions that facilities typically ask. Think about the answers prior to your interview so that you will have a successful interview every time.

Interview questions that nurse recruiters typically ask:

1. Tell me about yourself
2. Why did you become a nurse?
3. How many years of experience do you have?
4. Where did you get your training?
5. What certifications do you have?
6. How long has it been since you worked in (ER, OR, ICU or particular specialty area)?
7. What are your strengths?
8. What is your greatest weakness?
9. How do you handle stress?
10. Why did you choose (ER, OR, ICU, LTC, FNP, or other specialty area of nursing)?
11. What do you like to do in your free time?
12. What do you know about our hospital?
13. What do you know about our community?
14. Why would you like to work for us?
15. Describe your perfect job.
16. What is most important to you in a job?
17. What would you like to be doing in five years?
18. Have you ever been fired or asked to resign?
19. Would you have any concerns if we did a background check on you?
20. What would we find if we did a background check?
21. Why did you leave your last job?
22. What have you been doing since you've been out of work?
23. Are you prepared to relocate?
24. What kind of recommendations will you get from previous employers?
25. Describe your relationship with your last three managers or administrators.
26. What qualities do you admire most in people?
27. What kind of managers do you like the most? The least? Why?

28. Tell me about a time in which you had to handle an irate physician, co-worker, or patient. How did you handle it and what were the results.
29. What are your most important career accomplishments?
30. Describe a difficult decision you've made and the process you went through to reach that decision.
31. Why should I hire you?
32. What can you offer us that someone else can't?
33. How long would you stay if we offered you this position?
34. What nursing organizations do you belong to?
35. What journals do you read?
36. How do you stay current in your practice?

Questions to Ask Employers during Interview

1. What is your nurse/patient ratio?
2. Do you have 8/10/12 hour shifts?
3. Can you explain the scheduling process?
4. Do you have self scheduling or how is the scheduling done for the unit?
5. Do you offer a Baylor program?
6. What are the current challenges that your company faces?
7. Why did the last person leave the position?
8. How long has the position been vacant?
9. What were the results of the last survey?
10. When is the next survey scheduled?
11. Is call required for this position?
12. If so, what are the call requirements?
13. What would be my primary challenges if I were selected for this position?
14. What is your management style?
15. How often are performance reviews conducted and what is your process?
16. How does this organization feel about continuing education?

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