

## Candidate Evaluation Form

Candidate Name		Interviewer	
Position Title	<i>Pre-op Nurse</i>	Interview Date	
Desired Salary		Interview Start Time	
Available Start Date		Interview End Time	

Rating Scale Responses	Interviewer Recommendation
<ol style="list-style-type: none"> <li>1. No answer</li> <li>2. Does not meet expectations</li> <li>3. Meets expectations</li> <li>4. Exceeds expectations</li> <li>5. Outstanding</li> </ol> <p>Total Score: _____</p>	<ul style="list-style-type: none"> <li>• Hire</li> <li>• Needs additional interview</li> <li>• Possible fit for different position</li> <li>• Do not hire but keep on file</li> <li>• Do not hire</li> </ul> <p>Comments:</p>

Questions	Rating	Notes
What makes you want to work as a pre-op nurse at our facility?		
What is your approach to identifying and working with anxious patients?		
Tell me about a time when you had to find a balance between efficient and safe patient care. What was the situation and how did you handle it?		

How would you use structured communication to safely hand off a patient to another nurse?		
How do you stay up to date on the latest advances in surgical procedures, technologies, and best practices?		
Describe a challenging situation when a patient did not do what you expected and you had to react promptly. What was the outcome?		
What are the top three skills or attributes that make you a great fit for the position of pre-op nurse with us?		
<b>Additional Questions:</b>		