

Candidate Evaluation Form

(Culture Fit Questions)

Candidate Name		Interviewer	
Position Title		Interview Date	
Desired Salary		Interview Start Time	
Available Start Date		Interview End Time	

Rating Scale Responses	Interviewer Recommendation
<ul style="list-style-type: none">1. No answer2. Does not meet expectations3. Meets expectations4. Exceeds expectations5. Outstanding <p>Total Score: _____</p>	<ul style="list-style-type: none"><input type="checkbox"/> Hire<input type="checkbox"/> Needs additional interview<input type="checkbox"/> Possible fit for different position<input type="checkbox"/> Do not hire but keep on file<input type="checkbox"/> Do not hire <p>Comments:</p>

Questions	Rating	Notes
What do you like most about working in healthcare?		
What made you interested in working for our facility?		

How do you integrate ethical standards when delivering patient care?		
You notice that a fellow coworker is struggling to start an IV. What do you do?		
Think of a nurse manager, leader, or mentor who helped you deliver your best care. What were some of their top qualities?		
Tell me about a time you had a "near miss" when delivering nursing care. What was the situation, and what steps did you take afterward?		
Describe a time when you were in disagreement with a member of the multidisciplinary team. How did you handle it?		
Additional Questions:		