

Candidate Evaluation Form

Candidate Name		Interviewer	
Position Title	<i>State tested nursing assistant (STNA)</i>	Interview Date	
Desired Salary		Interview Start Time	
Available Start Date		Interview End Time	

Rating Scale Responses	Interviewer Recommendation
1. No answer 2. Does not meet expectations 3. Meets expectations 4. Exceeds expectations 5. Outstanding	<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
Total Score: _____	Comments:

Questions	Rating	Notes
What drove you to become trained as an STNA?		
How do you establish trust with the patients (or residents) in your care as an STNA?		
Can you walk me through your follow-up steps if a patient's presentation worries you?		

If a patient became resistant to care or combative, how would you handle that situation?		
What helps you stay on top of patient care tasks amid a stressful shift?		
Tell me about a time when you went above and beyond for a patient.		
Nursing assistants are at high risk for burnout, how do you protect your wellbeing while working?		
Additional Questions:		