

# Hospital Nurse Interview Questions And Answers Guide.



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## Hospital Nurse Job Interview Preparation Guide.

### Question # 1

Tell us how you deal with someone who isn't satisfied with your patient care?

#### Answer:-

Here is a great example of a behavioral question. The interviewer is asking you for a concrete example of how you handle a situation. Remember, as we discussed above, give your interviewer an example from your past and how you dealt with a situation, so they can get a feel for how you would behave in a similar situation in the future.

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### Question # 2

Tell me why do you want to work for this hospital/organization?

#### Answer:-

In this nurse interview question, which is often her first, Bryant is looking to find out not only that nurses have taken the time to learn about the organization, but what is particularly attractive to them.

"Sometimes people won't have an answer to this question and if other parts of the interview are great, I will still hire them. But I am looking for people who particularly want to work at this hospital."

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### Question # 3

Tell us what are your weaknesses?/What is your area of greatest opportunity?

#### Answer:-

"I actually don't like this question all that much and only use it when necessary. It might actually signal to the interviewee that the interview isn't going that well," Bryant commented.

But how should you respond if you are asked this question?

"Of course you want to spin your weakness into a positive and/or show that you are willing to invest in your own self-improvement."

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### Question # 4

Can you tell us what made you choose nursing as a career?

#### Answer:-

I've always loved nursing, but my interest in healthcare really started when I volunteered at a homeless shelter in college. This really inspired me to pursue a career where I could devote my time to looking after others. The more times I volunteered, the more I knew that nursing was what I really wanted to do.

I wanted to do something that is challenging, interesting and make's a real difference in people's lives. I feel very passionate about the healthcare profession and also see it as a way of contributing positively to society.

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### Question # 5

Can you tell us what did you like least about your last job?

#### Answer:-

There was nothing I really hated. Sometimes we would be a little short of nurses on the unit and I remember a couple of nurses were not pulling their weight as much as they could.

This made my tasks a little more exhausting than they should have been as I had to shoulder the extra responsibility. After about 6 months of this I was starting to get a little worn down and felt I wasn't giving my own patients they proper attention they should be receiving. So that was a bit annoying. But, as I said, I never hated the job or became resentful.

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### Question # 6

Explain me how would you handle a patient who complains?

**Answer:-**

Some patients like to complain about everything. It's just their nature and also I understand that they can be worried about being in a hospital. So I always try to be very patient and reassure them that we were doing our very best for them.

I would confer with the attending doctor to make sure that the patient's pain was being managed effectively and tell the patient that everything possible was being done to alleviate their discomfort. At all times I would listen sympathetically to their complaint, reassure them that their concerns were being heard and that we were doing everything possible to help them.

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**Question # 7**

Tell me what would you do if your replacement didn't arrive?

**Answer:-**

Well, I definitely wouldn't leave the unit. I'd wait for a decent amount of time and then talk to my supervisor and offer to stay until they turned up or someone else was found to fill in for her.

This has happened a few times and I usually try calling to see if they are on their way or what's holding them up. It's just a matter of using common sense and not rushing off because the person hasn't arrived on time. But they had better have a good reason why they're late.

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**Question # 8**

Explain me do you have any professional affiliations?

**Answer:-**

Yes I do. I feel it's important to stay informed about the nursing profession. I'm a member of the American Nurses Association and the California State Nurses Association.

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**Question # 9**

Tell us why did you decide on a career as a nurse?

**Answer:-**

While this isn't exactly a behavioral question, it's still one you need to be prepared to answer ahead of time. Because this is such a hands-on, specialized field, employers need to know what it is that makes you want to be a part of it. Don't be afraid to get a little personal with your answer...just don't go overboard!

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**Question # 10**

Tell us why are you the best nursing candidate for this position?

**Answer:-**

Oh man, this question is actually the best question you could hope to be asked. Why? Because this is your opportunity to really sell the hiring manager on why you're the Perfect Candidate without actually saying those words (no, really, don't say those words...)

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**Question # 11**

Can you tell me what are your values?

**Answer:-**

"This is one of my newest favorites [among nurse interview questions]," she explained.

"While there aren't exactly right and wrong answers to this question, I am looking for someone with values that are either shared by our current team or which will augment our current team. If their values are really different, they wouldn't enjoy the team any more than we would enjoy working with them."

Bryant reflected that if the candidate answered this nurse interview question by only mentioning superficial things, it could sway her opinion.

She also noted that candidates should have the same concerns about what values are promoted and upheld in the workplace of their potential employer.

"I would suggest that candidates ask this question of the people interviewing them, to find out if they think the team is a good fit for them," she added.

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**Question # 12**

Tell us what do you find most rewarding about being a nurse?

**Answer:-**

There are many things I find extremely rewarding about nursing. It can be something like seeing the joy when a mother hold her newborn infant for the first time or helping someone get back on their feet after recovering from major surgery. I also find interacting with patients and their families very rewarding.

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**Question # 13**

Tell us how do you handle stress on the unit?

**Answer:-**

By focusing on the care of my patients. I feel I owe it to them to stay calm and focused. I have worked in ER where very stressful situations arise quite frequently. I always call on my training and experience to handle anything that comes up in a clam and constructed manner.

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**Question # 14**

Tell me would you become a doctor?



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### Answer:-

No, I enjoy the personal contact with my patients and the comradeship with my colleagues unique to nursing. I plan on advancing my career as a nurse, not a doctor. I enjoy the medical field tremendously and plan to continue my nursing education throughout my career. I have no ambition to be a doctor, just the best nurse that I can be.

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### Question # 15

Why are you leaving your current position as Hospital Nurse?

### Answer:-

This question is a potential land-mine. Do NOT use it as an opportunity to badmouth your current or former position. Future employers don't need to know you hate where you worked or that your old boss was a tyrant. Rather, focus on the positive aspects and how you're leveraging those in your new job.

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### Question # 16

Tell us what drew you to the nursing profession?

### Answer:-

Some nurse managers might ask this common nursing interview question in place of the one about values, or as a follow-up question. It also gives the candidate the opportunity to tell more of their personal story.

The hardest part about answering this nurse interview question is that you want to be honest, without sounding trite. "I just want to help people" is a phrase that has been heard too often in nurse job interviews.

So think about the real motivators in your own life, practice what you want to say, and keep it relatively short.

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### Question # 17

Tell me what questions would you like to ask me/us?

### Answer:-

Bryant offered this tip: be prepared to be interviewed not just by the nurse manager, but by other members of the unit.

"When you meet with other staff nurses, this is a great time to ask questions like how they work together as a team or how many patients they have each shift," she stated. "You will spend more time with the other staff nurses than the nurse manager so you want to make sure it is a good fit for you."

Nurse managers and staff will expect that you have done some research, so be prepared with a few relevant questions about the facility, unit and/or job.

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### Question # 18

Basic Hospital Nurse Job Interview Questions:

### Answer:-

- \* Tell us why you decided to opt for a career in nursing.
- \* What do you think are the most important skills of a nurse?
- \* What do you think will be the main challenges for the role advertised?
- \* How do you manage your workload and prioritise tasks?
- \* How do you keep up to date with new developments in nursing?
- \* Can you give us an example when you have had to give bad news?
- \* Please give an example of a time when you have had to deal with conflicting priorities?
- \* Can you give an example when you have gone the extra mile for a patient in your care?
- \* What is your biggest career achievement to date?
- \* How would you describe your role within a team environment?
- \* How would you deal with a situation involving an irate family member or patient?
- \* Tell us about a time when you have had to lead or manage a team.
- \* An initiative is important in nursing, tell us about a time when you've had to use your own initiative to get something done.
- \* What would you say are your weaknesses?
- \* What type of technology are you familiar with using in the ward environment?

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### Question # 19

Top Hospital Nurse Job Interview Questions:

### Answer:-

- \* Where do you see yourself in 3 years?
- \* What do you bring to this position? How do you stand out from the other applicants?
- \* What attracts you to this facility? To this position? What do you hope to get out of the experience?
- \* How would you describe your ideal job? Your ideal work environment?
- \* Why are you leaving your current position?
- \* What did you particularly like about your last position?
- \* What's your most important professional achievement?
- \* Who are your career role models and why?
- \* How do you set priorities in your work?
- \* Do you have any time-management tricks other nurses could benefit from?
- \* What are the most important lessons you've learned in your career?
- \* How much supervision do you want or need?
- \* What professional organizations do you belong to?
- \* How have you participated in the professional organizations you belong to?
- \* What nursing publications do you subscribe to?
- \* Have you attended any national conferences? If so, how did you benefit from the experience?



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- \* Have you ever done any volunteer work? If so, what was it like?
- \* How do you keep up with the latest information in your field?
- \* What are your goals in terms of going back to school, becoming certified, taking on management responsibilities?
- \* Can you give an example of a time you were a leader?
- \* Can you give some examples of your problem-solving skills?
- \* What do you think are the most challenging aspects of meeting patients' needs?
- \* How do you handle a request you disagree with?
- \* What happened the last time you put your foot in your mouth?
- \* What actions would you take in your first month on the job?
- \* Can you give some examples of your creativity?
- \* Who is the most difficult person you've ever worked with and why?
- \* What type of management style do you work with best?
- \* Can you describe a time when you had to intervene for a patient, what you did, and why? What was the outcome?
- \* How would you rate yourself in communicating with patients-and with families?
- \* Can you describe a situation in which you dealt with a difficult family member?
- \* How do you motivate patients?
- \* Can you describe a time you went beyond the call of duty?
- \* Can you describe a situation in which you thought that you were right and others were wrong-and what you did about it?
- \* Can you describe a situation in which you were supposed to work with a person you didn't like and how you handled it?
- \* Have you ever been in a situation in which a co-worker put a patient in jeopardy? If so, what did you do about it?
- \* What would you do if you were asked to float to a specialty area you weren't familiar with?
- \* Can you describe a time your work was criticized and how you handled it?
- \* How do you handle delegation issues with unlicensed assistive personnel?
- \* How would your co-workers describe you?
- \* How would you describe your role in a recent code?
- \* How do you handle stress?
- \* Have you ever been fired or asked to resign?
- \* What would a background check on you show?
- \* Would your previous employer recommend you?
- \* What would you do if you were caring for an alert patient who suddenly got acutely confused and disoriented?
- \* What would you do if you found an elderly patient on the floor in his room? How would you document it?
- \* Have you worked with many foreign nurses? If so, what did you do to help them?
- \* How would you handle a situation in which you couldn't read a prescriber's orders?
- \* If you were offered your last job again today, would you take it?

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### Question # 20

Explain me what sort of salary are you looking for as Hospital Nurse?

#### Answer:-

A salary that rewards my experience, abilities, and ambition. At this hospital, I am far more interested in the role and the opportunities it offers me than the pay. But I would expect to be paid the appropriate range for this job, based on my five years of experience. I also think a fair salary would bear in mind the high cost of living here in Los Angeles.

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### Question # 21

Explain me what interests you about working at this particular facility?

#### Answer:-

Quite honestly, it is your cardiac care unit. As I mentioned earlier, I have a particularly strong interest in cardiology and your hospital has one of the top three cardiac units in the country. I really want to get as much nursing experience as I can with cardiac patients in a hospital that is leading the way with the latest heart research and procedures. Your facility has a very good reputation for its programs and population and I believe I can gain a lot by working here.

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### Question # 22

Where do you see yourself in healthcare in five years as Hospital Nurse?

#### Answer:-

I really think that the nursing experience that I will have gained will have helped me become a first-rate nurse. I believe in providing the best care that I can to all patients but there is nothing like the exp[erience gained from working in a medical unit for a number of years. Ideally, I see my long-term future in hospital administration where I could put more people skills and nursing experience to good use to not only benefit the nurses under my control but also the patients and the healthcare facility overall.

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### Question # 23

Why should we hire you as Hospital Nurse?

#### Answer:-

Oh man, this question is actually the best question you could hope to be asked. Why? Because this is your opportunity to really sell the hiring manager on why you're the Perfect Candidate without actually saying those words (no, really, don't say those words...)

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### Question # 24

Explain me what do you find rewarding about this job?



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### Answer:-

There are lots of rewards that come with a good job; the paycheck, proximity to where you live, the retirement benefits...but remember, when you're in an interview, it's not actually about you...it's about them and satisfying their need, which is finding the Perfect Candidate (hint, it's you!).

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### Question # 25

Explain me about a time when you inadvertently caused conflict?

### Answer:-

These types of nursing interview questions and answers may make some candidates uncomfortable, but they are asked for a purpose.

"I follow this question up with, 'What would you do differently if you had to do it over?'" Bryant remarked. "A great answer to this question shows self-reflection and a willingness to improve."

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### Question # 26

Tell us how has your nursing training prepared you?

### Answer:-

My clinical training in the ER of City Hospital prepared me for the fast-paced care required of an ER Nurse. I also had an internship position at an Oncology Center after graduating last May which provided me with hands-on experience treating patients with cancer.

When I was undertaking my nursing studies, I was also fortunate to work part-time as a research assistant for Dr. Montgomery in San Diego who was undertaking clinicals on a new treatment for heart disease.

Although I was only there for the first 12 months of my nursing program, the knowledge that I obtained has helped prepare me to assist with cardiac patients in a more effective way. I am very keen to specialize in cardiac nursing care if I can get the opportunity.

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### Question # 27

Tell us what do you feel you contribute to your patients?

### Answer:-

A: I provide all of my patients with the very best care and advocacy that I can. It's important for me to ensure that my patients are always comfortable and are confident in my abilities so they know they are being looked after properly. Also, I will act as their advocate if necessary and give a voice to any concerns they may have about their treatment.

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### Question # 28

Can you tell me how would you deal with a doctor who was rude?

### Answer:-

If it was just a once-off occasion I would probably let it slide as he could be stressed or worried about something I'm unaware of. But if he or she was constantly being rude to me - especially in front of my patients - I would definitely bring it to the attention of my supervisor.

If the doctor was unhappy with me in any way, I would want to find out so I could take action to rectify the situation. I would also ask the doctor if there was something in my care of the patient that they felt needed discussion.

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### Question # 29

Explain why are you leaving your current nursing position?

### Answer:-

I'm looking for new challenges. I think it's essential that I broaden my nursing experience and set new goals for myself otherwise I will remain stagnant. I hope to learn new skills, see how other units operate and really improve myself as a nurse.

I think it's important to keep moving ahead and getting better whatever career you are in. But particularly in nursing which is changing rapidly with new nursing and healthcare technology. I see this job as being able to further develop my potential as a nurse and a person.

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### Question # 30

Can you explain what you feel your greatest skill as a nurse is?

### Answer:-

This is your opportunity to really showcase what it is that makes you unique from all the other applicants! Really think about this ahead of time and come up with solid examples that highlight this skill.

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### Question # 31

Suppose I called your previous supervisor, what would they tell me about you?

### Answer:-

"I get all kinds of good stuff out of this question because applicants know that I can verify their response," she noted. "To answer this appropriately you need to be very honest. Hopefully there are positive things and the supervisor will substantiate that."

"But they may have also had a difficult relationship with a prior supervisor and this gives them a chance to speak to that and to explain what steps they did to try to improve the relationship," Bryant continued.

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### Question # 32

Explain me when were you the happiest in your job?

#### Answer:-

When I'm interacting with patients. I'm the happiest when I know I'm doing a good job for them and providing the best possible care. When a patient thanks or smiles at smile it really makes my day.

I think this attitude shows in the way I have been reviewed and rated so highly in my peer reviews. One of the reasons I would like to work for your hospital is that I will have even more interaction with patients on a more critical level.

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### Question # 33

Please explain how would you define a leader?

#### Answer:-

"This is an important question because all nurses are leaders. Even if they aren't formally leading their peers, they are advocating for their patients and looking for ways to improve the practice," she said. "I want to know how a nurse thinks about leadership."

The worst answers to this nurse interview question, in Bryant's opinion, would be those that show an attitude that the manager should be fixing all their problems.

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### Question # 34

Tell us have you ever had any differences with nurses you have worked with?

#### Answer:-

I once worked with a nurse on a pediatrics ward and we simply didn't get on with each other. It was just a clash of personalities. After about 3 months it was becoming almost impossible for us to work together so finally I pulled her aside and asked her to have a quick coffee after work and find out what was wrong.

It turned out she was just communicating differently with nurses in her unit in the past. After we talked about this for about 15 minutes we actually began laughing at what we both perceived to be slights on each other.

I'm a very easy going person but sometimes that doesn't always come across well. She thought I was being too casual at times and it upset her while I thought she was too stressed and uptight every day. We ended up working it out and we're very good friends now believe it or not.

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### Question # 35

Can you explain what do you find is the hardest part about being a nurse?

#### Answer:-

This is a trick question. No, the hiring manager isn't actually asking you to tell him how much you hate the early morning shifts because you're just not a morning person and you hate getting up before the sun does. Remember, they're there to find a person to fill a job position, they're not your therapist.

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### Question # 36

Can you tell us what are your career goals?

#### Answer:-

"For many nurses, working in med-surg is a starting point-and that is fine. But I want to know where it is that they want to go. Is there another specialty they are hoping to move to? Are they interested in getting certified, or being involved with the unit or joining professional organizations?" Bryant explained.

You don't have to have your entire nursing career goals planned out, but a little thought and self-reflection can help you be ready for these types of nursing interview questions and answers.

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### Question # 37

Tell us what really motivates you as Hospital Nurse?

#### Answer:-

Doing the best I can for every patient. I believe that every challenge can be overcome with the right attitude and hard work. I love nursing and the thing that motivates me every day is knowing that I am making a real difference to people's lives whatever particular illness, injury or trauma they are facing in their lives.

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### Question # 38

Why do you want to work here as Hospital Nurse?

#### Answer:-

Don't say the money. We all know it's the money, but please, don't say it. Employers aren't stupid. They know that paycheck is a big part of why you're applying, but don't be that guy. Talk about your career goals and your vision for your future in your industry and how those directly relate to what you will be doing if hired.

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### Question # 39

Tell us how do you handle the stress of the job?

#### Answer:-

Let's be honest, nursing can be incredibly high stress. An employer needs to know how you handle that stress and whether or not you work well under pressure.

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### Question # 40

Explain me a time you had to deal with a difficult patient and how you handled that?

#### Answer:-

Tough patients are going to be a regular part of your daily routine, and no employer wants to hire a nurse who is going to be unable to handle these types of characters.

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### Question # 41

Explain me would you describe yourself as an organized nurse?

#### Answer:-

Yes I would. I like to have a checklist and make sure that each item gets the attention it needs. I'm very organized and thorough and I think this has definitely made me a better nurse.

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### Question # 42

Can you explain what do you think of your previous boss?

#### Answer:-

My last boss at the hospital where I worked taught me the importance of time management. He was extremely deadline-driven and wouldn't take excuses if the job wasn't done properly and on time. His no-nonsense approach pushed me to work harder and manage my caseloads much more efficiently.

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### Question # 43

Explain me would you say you're a team player?

#### Answer:-

As a nurse who has to interact with a wide variety of individuals in the medical field including doctors, technicians, other nurses, and the friends and families of your patients just to name a few, your first answer had better be yes. Of course, what you say after that is what is going to make or break you in your interview.

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### Question # 44

Tell us do you prefer to work alone or as part of a nursing team?

#### Answer:-

That really depends on the situation. I love working with a good team because I believe that providing the best care and treatment in a hospital is a team effort. But I have worked alone on wards before and enjoyed the autonomy and responsibility. But ideally I would prefer to be part of a well-structured unit that works together as one.

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### Question # 45

Tell us what can you bring to our team?

#### Answer:-

"I ask this question because it provides them with an opportunity to share their unique strengths that may not have already come up in the interview," she explained. Nurses might want to provide specific examples of how they contributed to their current or previous team as part of their answer.

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### Question # 46

Tell me are you comfortable working with other doctors and nurses?

#### Answer:-

As a nurse who has to interact with a wide variety of individuals in the medical field including doctors, technicians, other nurses, and the friends and families of your patients just to name a few, your first answer had better be yes. Of course, what you say after that is what is going to make or break you in your interview.

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