OR Nurse

Candidate Evaluation Form

Candidate Name		**Interviewer**	
Position Title		**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 **Total Score: _____**	☐ Hire ☐ Needs additional interview ☐ Possible fit for different position ☐ Do not hire but keep on file ☐ Do not hire **Comments:**

Questions	Rating	Notes
1. Why do you want to be an OR nurse?		
2. How does the scrub nurse and circulating nurse complement each other?		
3. What steps do you take to prepare a patient and their families for pre- and post-operation?		

4. What would you do if the sterile field was contaminated?		
5. Tell me about a time you had to advocate for a patient's needs when they were unable to.		
6. What strategies do you use to stay calm under high-pressure situations?		
7. What would you do if you noticed the surgeon was breaking protocol?		
Additional Questions:		