

# Chief Nursing Officer

## Candidate Evaluation Form

credenza

|                      |  |                      |  |
|----------------------|--|----------------------|--|
| Candidate Name       |  | Interviewer          |  |
| Position Title       |  | 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> | <p><input type="checkbox"/> Hire</p> <p><input type="checkbox"/> Needs additional interview</p> <p><input type="checkbox"/> Possible fit for different position</p> <p><input type="checkbox"/> Do not hire but keep on file</p> <p><input type="checkbox"/> Do not hire</p> <p>Comments:</p> |

| Questions                                                                            | Rating | Notes |
|--------------------------------------------------------------------------------------|--------|-------|
| What makes you the right CNO for our organization?                                   |        |       |
| What do you think are some of the biggest challenges that nurses are facing today?   |        |       |
| Tell me about a time when you implemented policy changes that improved nursing care. |        |       |

|                                                                                                                           |  |  |
|---------------------------------------------------------------------------------------------------------------------------|--|--|
| <b>If you were our new CNO, what initial steps would you take to evaluate and address the needs of our nursing staff?</b> |  |  |
| <b>How do you foster interdisciplinary collaboration between different healthcare professionals?</b>                      |  |  |
| <b>How do you promote continuous learning and innovation among nursing staff?</b>                                         |  |  |
| <b>How do you balance patient care needs with financial sustainability and operational efficiency?</b>                    |  |  |
| <b>Additional Questions:</b>                                                                                              |  |  |