

ER 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
What brought you to ER nursing?		
What strategies do you use to prioritize care for multiple patients?		
How would you handle an angry or upset patient/family member?		

What's your process for keeping up with the latest evidence on ER care delivery?		
Tell me about a time when you had to solve a crisis situation alongside a team.		
What would you do if you were given conflicting information about a patient who is in critical condition?		
As an ER nurse, you may be dealing with emotionally difficult situations on a daily basis. What strategies do you use to practice self-care and cope with these scenarios long-term?		
Additional Questions:		