

ICU 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
Provide an example of a situation where you had to make a clinical decision under pressure and time was limited. What happened?		
Describe a time you showed initiative to make improvements in a nursing unit. How was your idea received?		
Give an example of a time you prevented a small problem from becoming a major issue and potentially compromising patient care. What was the outcome?		

Give an example of a time you advocated for patient safety despite differing opinions. What happened?		
Describe a time when you had to solve a problem, whether it involved a patient or another care provider, with very little guidance.		
What would you do in a situation where you had two critically ill patients who needed immediate attention at the same time?		
How have you demonstrated leadership in previous nursing roles?		
Additional Questions:		