

Candidate Evaluation Form

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|----------------------|-------------------|----------------------|--|
| Candidate Name | | Interviewer | |
| Position Title | <i>NICU Nurse</i> | Interview Date | |
| Desired Salary | | Interview Start Time | |
| Available Start Date | | Interview End Time | |

| Rating Scale Responses | Interviewer Recommendation |
|---|--|
| <ol style="list-style-type: none"> 1. No answer 2. Does not meet expectations 3. Meets expectations 4. Exceeds expectations 5. Outstanding <p>Total Score: _____</p> | <ul style="list-style-type: none"> <input type="checkbox"/> Hire <input type="checkbox"/> Needs additional interview <input type="checkbox"/> Possible fit for different position <input type="checkbox"/> Do not hire but keep on file <input type="checkbox"/> Do not hire <p>Comments:</p> |

| Questions | Rating | Notes |
|---|--------|-------|
| Why do you want to be a NICU nurse? | | |
| How do you cope with the emotional challenges that can arise in the NICU? | | |
| What strategies do you use to deliver family-centered care? | | |

| Questions | Rating | Notes |
|---|--------|-------|
| How do you balance keeping patients safe while ensuring that parents are able to bond with their newborn? | | |
| Tell me about your experience administering medications to newborns. | | |
| You notice that a coworker on the floor is having a hard time completing their tasks. What do you do? | | |
| Can you walk me through your process of conducting a head-to-toe assessment on a neonate? | | |
| <i>Additional Questions:</i> | | |