

## Candidate Evaluation Form

Candidate Name		Interviewer	
Position Title	<i>Chief Nursing Officer</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"> <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  <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> <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.		

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