

Candidate Evaluation Form

Candidate Name		Interviewer	
Position Title	ICU Nurse	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>	<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
1. Provide an example of a situation where you had to make a decision under pressure and time was limited. What happened?		
2. Describe a time you showed initiative to make improvements in a nursing unit. How was your idea received?		
3. Give an example of a time you prevented a small problem from becoming a major issue. What was the outcome?		

Questions	Rating	Notes
4. Give an example of a time you advocated for patient safety despite differing opinions. What happened?		
5. Describe a time when you had to solve a problem with very little guidance.		
6. What would you do in a situation where you had two critically ill patients who needed immediate attention at the same time?		
7. How have you demonstrated leadership in previous roles?		
Additional Questions:		