

Sample RN Interview Questions

- ' Please give an example of how you have coordinated and managed care in previous work environments.

.....It is important that the nurse has experience looking at the bigger picture and also knows how to work with a team and access resources. This may provide this type of information for the interviewer.

- ' Why would you like to be a Contract RN?

.....Look for answers such as having the opportunity to learn more about the client, more opportunities to do holistic assessments, and enjoyment of teaching, community nursing, and being with the client.

- ' Tell me why you would like to visit clients in their own homes?

.....Look for answers such as being able to assess the client more holistically when they are in their own environment. The RN is able to see barriers to egress/safety and more easily learn about support systems (family, friends, neighbors) and how the client meets her/his own needs.

- ' What experience have you had in teaching skilled nursing tasks to unlicensed persons? Do you feel this can be successful?

.....This will give the interviewer an opportunity to learn if the nurse is knowledgeable about nursing delegation and, in addition, the nurse's comfort level for teaching tasks of nursing care.

- ' How would you react if the client lived in less than sanitary conditions or refused to follow instructions you feel are important to her/his own health?

.....Look for answers that concur with the SPD philosophy about client choice and importance of remaining in their own home. This is an opportunity for the RN to discuss supporting the client in their own environment.

- ' What is your experience working with individuals with physical limitations and mental health and/or substance abuse problems? Would you be comfortable working with this type of client? How would you be supportive?

.....This question may give the interviewer additional information as to how the RN might function with more difficult clients along with information about their experience with this type of client.

- ' You have a client who has a skilled nursing task that requires delegation to the care provider. The care provider is not educated and appears almost illiterate and you have concerns about her ability to learn the task, or read instructions. How would you proceed?

.....This is an opportunity to find out how flexible and creative the nurse may be (important in the community). It also may give you an opportunity to see how the nurse feels about nursing delegation in general. The nurse may suggest drawing pictures for instructions and providing opportunities to watch the care provider perform the task numerous times. If the RN has some understanding of the relationship with the case manager s/he should also mention contacting the case manager if the care provider is unable to learn the task.

- ' During a visit you suspect the client is being abused/neglected. The care provider, a relative, is right there and appears to be overly concerned about the client's welfare and will not leave the client's side. What steps would you take to determine that abuse/neglect may be an issue?

.....Look for a response such as attempting to talk to the client alone for an interview and an in-depth assessment. The RN should also state that the suspected abuse/neglect must be reported. This is an opportunity to talk about protective services and mandatory reporting.

- ' You receive a referral to visit and assess an elderly client who, normally quite docile, has become confused and combative. How would you proceed?

.....The nurse should mention performing an assessment to look for possible causes of the behavior changes. The assessment should include a medication review, signs of infection, environmental review, pain, and other possible causes of the behavioral changes. Suggesting calling the physician for a medication order before an assessment is the wrong answer.

- ' How do you continue your own self-education?

.....This question should give you an idea of how important self-education is to the nurse. Look for answers such as reading journals, attending workshops, using the Internet, etc. You are looking for an enthusiasm for learning and adding to the knowledge base. If the Nurse appears to be unsure of how to self-study, working as an independent contractor would probably not be appropriate role for this nurse.