

## **MOCK INTERVIEW ACTIVITY: INTERVIEWER**

You are on the interviewer panel and you are interviewing three new grads for one position on your unit. Your new grads were under the impression they were applying for a day shift position on the medical/surgical unit; however, you already filled that position with an internal hire, and now have only one new grad position open on the night shift in the intensive care unit. You inform them of this change at the beginning of the interview.

Decide among your panel who will ask which questions and how you will rate candidates. You do not have to ask each candidate the same question, you may choose to ask the same question of all three, and choose others to ask of only one candidate. You do not have to ask all of the questions listed below but you must ask questions: 1, 2, 4, 8, 17, 18 & 19. You may ask any additional question from the list if time permits. You may follow up an answer with the following probes if you need to elicit more information about the question asked:

**PROBES:** Give me an example of that; Tell me more; Walk me through your thought process

### **QUESTIONS:**

1. Why are you seeking this position?
2. Tell me a little about yourself. What is not shown on your resume?
3. What do you consider to be your most significant accomplishments? Have you accomplished something you had thought not possible?
4. What do you consider to be your strengths? Your weaknesses?
5. How do you handle pressure?
6. What was your favorite job? Why?
7. Describe your best boss.
8. Describe a typical day during your senior preceptorship.
9. Describe a challenging patient situation. Walk me through your thought process. How would you change something about that situation reflecting on it now?
10. How have you grown or changed during your time in nursing school?
11. Describe how your nursing care reflects national patient safety goals?
12. How would you deal with low morale on your unit?
13. How would you handle a conflict with a physician, esp. if you disagreed with a medication order?
14. What overwhelms you and why?
15. How do you handle criticism?
16. How do you define success?
17. Where do you see yourself five years from now?
18. Why should we hire you? What contributions will you make?
19. Do you have any questions for us?

### **Mock Interview Activity: Observer role**

You are to take notes on how the candidates handle the interview questions and rank the candidate. Describe characteristics that the most successful candidate had and what the reasons would be for hiring that particular candidate. After the interview process is complete, ask each candidate what they would have answered differently. Present your observations to the class.