

Acute Care Clinical Nurse Specialist Interview Questions

1. Provide an experience in which your ability to actively find ways to help people improved your company or your own work ethic.

2. Share an experience in which you successfully performed an emergency medical procedure.

3. Please share with me an example of how you helped coach or mentor someone. What improvements did you see in the person's knowledge or skills?

4. Provide an example of when you set expectations and monitored the performance of subordinates. What guidance and direction did you find most effective?

5. Describe an experience in which you identified the educational needs of your students and successfully developed a way to teach/train them.

6. In your experience, what is the key to developing a good team? (Look for how they build mutual trust, respect, and cooperation.)

7. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task.

8. What is the key to success when communicating with the public.

9. Describe a time when you successfully provided personal assistance to a coworker or patron.

10. Share an experience you had in dealing with a difficult person and how you handled the situation.

11. Share an experience in which you successfully shared a difficult piece of information. (Make sure that the candidate has open lines of communication.)

12. Tell me about a recent experience you've had working with your hands.

13. How do you stay fit in order to perform physical activities that are required in the workplace?

14. Tell me how you organize, plan, and prioritize your work.

Acute Care Clinical Nurse Specialist Interview Questions

15. Share an experience when you applied new technology or information in your job. How did it help your company?

16. Give me an example of when you thought outside of the box. How did it help your employer?

17. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.

18. Would you consider analyzing data or information a strength? How so?

19. In your experience, what is the key to ensuring your company was compliant with all laws, regulations and standards that were applicable to your area of responsibility?

20. Share an effective approach to working with a large amount of information/data. How has your approach affected your company?

21. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?

22. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?

23. Provide an example when you were able to prevent a problem because you foresaw the reaction of another person.

24. What have you found to be the best way to monitor the performance of your work and/or the work of others? Share a time when you had to take corrective action.

25. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact?

26. Please share an experience in which you presented to a group. What was the situation and how did it go?

Acute Care Clinical Nurse Specialist Interview Questions

27. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?

28. Share an experience in which your diligence of inspecting equipment, structures, or materials helped you identify a problem or the cause of a problem.

29. How would you describe your documentation? What is one thing you are trying to improve?

30. How would you describe your documentation? What is one thing you are trying to improve?

31. Share an experience in which your understanding of a current or upcoming problem helped your company to respond to the problem.

32. Provide an experience in which you effectively managed a patient's pain relief and/or sedation. Describe the interventions, monitoring of responses, and/or revision to care plans which you performed.

33. Share an experience in which you successfully administered a blood or blood product transfusion. How about a intravenous infusion?

34. Share an experience in which you've successfully learned how to handle a new piece of equipment?

35. Provide an example when your ethics were tested.

36. Share an experience in which your attention to detail and thoroughness had an impact on your last company.

37. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?

38. Provide a time when you dealt calmly and effectively with a high-stress situation.

39. What factors do you consider when interpreting the results of diagnostic tests and screening procedures?

40. Provide an experience in which you effectively assessed urgent and emergent health conditions. What

Acute Care Clinical Nurse Specialist Interview Questions

methods did you use?
41. What are some long-range objectives that you developed in your last job? What did you do to achieve them?
42. Provide an experience in which you were sensitive to someone's needs or feelings. How did your helpfulness affect your work environment?
43. Describe your experience interpreting information from electrocardiograms and radiographs.
44. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
45. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)
46. Name a time when your patience was tested. How did you keep your emotions in check?
47. Provide an experience in which you successfully set up, operated, and/or monitored invasive equipment and devices.
48. Provide a time when you were able to identify a complex problem, evaluate the options, and implement a solution. How did the solution benefit your employer?
49. Share an experience in which you effectively diagnosed an acute or chronic condition.
50. How do you balance cooperation with others and independent thinking? Share an example. (Try to determine if the candidate has a cooperative attitude or is otherwise good-natured.)
51. Provide an experience in which collaborating with members of multidisciplinary health care teams helped you to effectively plan, manage, and/or assess patient treatments.
52. Share an effective method you have used to discuss illnesses and treatments with patients and family members.

Acute Care Clinical Nurse Specialist Interview Questions

53. Tell me about your last experience recruiting, interviewing, or hiring an employee. What techniques did you find most effective in finding the right person for the job?
54. Provide a time when you assisted patients in organizing their health care system activities.
55. Share an experience in which you collaborated with a patient to plan for future health care needs.
56. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task.
57. Share a time when you willingly took on additional responsibilities or challenges. How did you successfully meet all of the demands of these responsibilities? (Make sure the candidate is a self-starter and can demonstrate some initiative.)
58. Describe the methods you use to keep abreast of developments in acute care. Share an experience.
59. Share an experience in which you effectively treated a wound or superficial laceration.
60. Describe an experience in which you accurately analyzed the indications, contraindications, risk complications, and/or cost-benefit tradeoffs of therapeutic interventions.
61. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.)
62. Share an experience in which your willingness to lead or offer an opinion helped your company.
63. Provide an experience in which you successfully identified and assessed the needs of a patient's family members or caregivers.
64. Share an experience in which personal connections to coworkers or others helped you to be successful in your work. (Make sure candidate works well with others.)
65. Provide an example of when you were persistent in the face of obstacles.

Acute Care Clinical Nurse Specialist Interview Questions

66. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?

67. Share a time when you successfully used scientific rules or methods to solve a problem at work.

68. What is the most challenging part of budgeting for you?

69. Please share an experience in which you successfully taught a difficult principle or concept. How were you able to be successful?

70. Share an experience in which you used new training skills, ideas, or a method to adapt to a new situation or improve an ongoing one. (Look for the candidate's ability to learn.)

71. Provide an experience in which you successfully performed administrative duties, especially related to the admission, transfer, and discharge of patients.

72. Share an experience in which you successfully educated another staff member in a formal setting. How about an informal setting?

73. Share an experience in which you participated in the development of practice protocols.

74. Name a time when your advice to management led to an improvement in your company or otherwise helped your employer.

75. Name a time when your creativity or alternative thinking solved a problem in your workplace.

76. Describe a time when you successfully persuaded another person to change his/her way of thinking or behavior.

77. Provide an experience that demonstrates your ability to manage time effectively. What were the challenges and results?

78. Tell me about the last time you oversaw the work of someone else. How did you effectively motivate,

Acute Care Clinical Nurse Specialist Interview Questions

develop, and direct the worker(s)?

79. Describe an experience in which your ability to work well with others and reconcile differences helped your company or employer. (Make sure the candidate knows how to negotiate.)

80. Tell me about a time when your ability to analyze needs and product requirements helped you create an effective design or make an informed decision to benefit your company.

81. Share an experience in which you conducted a test of a product, service, or process and successfully improved the quality or performance.

82. Describe an experience in which you successfully controlled the operation of a difficult system. What made you successful?