

## Charge Aide Interview Questions

1. Name a time when your patience was tested. How did you keep your emotions in check?
2. What is the state of your records of patient information? Name one thing you would like to improve.
3. Describe a time when you successfully provided personal assistance to a coworker or patron.
4. Share an experience you had in dealing with a difficult person and how you handled the situation.
5. Tell me about the last time you monitored or reviewed information and detected a problem. How did you respond?
6. Share an example of a time you had to gather information from multiple sources. How did you determine which information was relevant?
7. Provide an example when you were able to prevent a problem because you foresaw the reaction of another person.
8. Provide a time when you dealt calmly and effectively with a high-stress situation.
9. Tell me about an experience in which you analyzed information and evaluated results to choose the best solution to a problem.
10. 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.)
11. Provide an experience in which you were sensitive to someone's needs or feelings. How did your helpfulness affect your work environment?
12. Share an experience in which you successfully shared a difficult piece of information. (Make sure that the candidate has open lines of communication.)
13. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)

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14. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)

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

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

17. Share an experience in which you worked as part of a team. How did your participation benefit your company?

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

19. 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.)

20. Provide an experience in which you effectively assisted patients in bathing, dressing, and/or grooming.

21. Provide an example when your ethics were tested.

22. Describe your experience serving meals and assisting patients in eating.

23. Share an experience in which you successfully prevented a patient from being injured.

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

25. 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.

26. Share an experience in which you effectively supervised and encouraged patient participation in activities.

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

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28. Describe an experience in which you effectively performed nursing duties.
29. Provide an effective method you have used to aid patients in becoming accustomed to hospital routine.
30. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the situation and outcome?