Critical Care Nurse Interview Questions

1. Provide an experience in which you identified a change in status of a patient and effectively instituted an appropriate intervention.
2. Share an experience you had in dealing with a difficult person and how you handled the situation.
3. Provide an experience in which your ability to actively find ways to help people improved your company or your own work ethic.
4. Provide an example when you were able to prevent a problem because you foresaw the reaction of another person.
5. Share an experience in which you effectively assessed patients' pain levels and sedation requirements.
6. 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?
7. Provide an example of when you set expectations and monitored the performance of subordinates. What guidance and direction did you find most effective?
8. Describe an experience in which you identified the educational needs of your students and successfully developed a way to teach/train them.
9. In your experience, what is the key to developing a good team? (Look for how they build mutual trust, respect, and cooperation.)
10. Provide an example of a time when you successfully organized a diverse group of people to accomplish a task.
11. What is the key to success when communicating with the public.
12. Describe a time when you successfully provided personal assistance to a coworker or patron.
13. Share an experience in which you successfully shared a difficult piece of information. (Make sure that the candidate has open lines of communication.)

14. How do you stay fit in order to perform physical activities that are required in the workplace?
15. Tell me how you organize, plan, and prioritize your work.
16. Share an experience when you applied new technology or information in your job. How did it help your company?
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. 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.
24. Share an experience in which your understanding of a current or upcoming problem helped your company to respond to the problem.
25. Please share an experience in which you presented to a group. What was the situation and how did it go?
26. Provide an example of a time when you were able to demonstrate excellent listening skills. What was the

situation and outcome?
27. Share an experience in which your ability to consider the costs or benefits of a potential action helped you choose the most appropriate action.
28. Name a time when you identified strengths and weaknesses of alternative solutions to problems. What was the impact?
29. Describe the different methods you have used to administer medications.
30. Share an experience in which you effectively set up and monitored medical equipment and devices.
31. Tell me about a recent experience you've had working with your hands.
32. Provide an experience in which you were sensitive to somone's needs or feelings. How did your helpfulness affect your work environment?
33. What factors do you consider when prioritizing nursing care for assigned critically ill patients?
34. What is the state of your documentation? Name one thing you would like to improve.
35. Provide an experience in which conducting a pulmonary assessment helped you to identify a problem.
36. Share an experience in which you advocated for a patient's or family member's needs and/or provided emotional support.
37. Share an experience in which your attention to detail and thoroughness had an impact on your last company.
38. Share an example of when you went above and beyond the "call of duty". (Look for answers that show the candidate is dependable.)
39. Provide a time when you dealt calmly and effectively with a high-stress situation.

40. 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.)
41. Describe your experience administering blood and blood products and resolving transfusion reactions.
42. Name a time when your advice to management led to an improvement in your company or otherwise helped your employer.
43. Provide an example when your ethics were tested.
44. Provide an effective method you have used to compile and analyze data from monitoring or diagnostic tests.
45. Share an experience in which monitoring a patient's fluid intake and output helped you to detect a problem.
46. Share an experience in which you successfully coordinated with others. How about a coordination effort that was not as successful?
47. Name a time when your patience was tested. How did you keep your emotions in check?
48. Provide a time when you worked in a rapidly evolving workplace. How did you deal with the change? (Make sure the candidate is flexible.)
49. Share an experience in which your diligence of inspecting equipment, structures, or materials helped you identify a problem or the cause of a problem.
50. 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.)
51. Share an experience in which collaborating with other health care professionals helped you to develop an effective treatment plan.
52. Describe your experience assessing patients' psychosocial status and needs.

53. Share an effective method you have used to identify patients at risk of complications due to to nutritional status.
54. 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.)
55. 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?
56. How would you rate your writing skills? (Ask for an example that demonstrates great writing skills.)
57. Share an experience in which your willingness to lead or offer an opinion helped your company.
58. Share an example of when you established and accomplished a goal that was personally challenging. What helped you succeed?
59. Please share an experience in which you successfully taught a difficult principle or concept. How were you able to be successful?
60. 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.)
61. Tell me about a time when you developed your own way of doing things or were self-motivated to finish an important task.
62. Tell me about a successful patient care conference which you coordinated.
63. Provide an experience in which you effectively altered a care plan based on a patient's age-specific needs.
64. Give me an example of when you thought outside of the box. How did it help your employer?
65. Share a time when you successfully used scientific rules or methods to solve a problem at work.

66. Provide an effective method you have used to assess family adaptation and coping skills. Share an experience.
67. Share an experience in which you supervised unit nursing staff. What methods made you a successful supervisor?
68. Describe your experience assisting physicians with procedures.
69. Provide an experience that demonstrates your ability to manage time effectively. What were the challenges and results?