



Common interview questions in healthcare

As a recent graduate from Bethel going into the healthcare industry (Nursing, PA, Biokinetics), you are likely wondering what types of questions you will encounter as you begin the interview process looking to attain your first full-time position out of school. This sheet will help you think through, and prepare, for questions that you may be asked during your interviews. It also has a list of questions you can ask your interviewers at the end of your interview.

Questions asked by interviewers

- Tell me about a time you stepped into leadership
- Tell me about a time when you had to calm down an anxious patient
- Tell me about a time when you were in a high stress situation and how you handled it
- Give me an example of a situation where you have had to work with additional support staff (doulas, hospice, specialists, physicians, etc) with a patient and how you worked as a team to provide excellent care
- Describe a problematic patient you've dealt with in the past and how you handled it
- How do you address questions from a patient's family members?
- Why do you want to work for us?
- What part of your clinical rotations do you think showed your strengths?
- What part of your clinical rotations do you think showed your weaknesses?
- What interests you about our practice?
- Why should we hire you?
- What would make you feel supported in our practice?
- What type of training do you find most helpful to you as you become comfortable in a new environment?
- Explain a time you have overcome a major obstacle
- What specific questions do you have for us about our practice or about this position?
- What adjectives would you use to describe yourself?
- What was particularly challenging for you in your clinical rotation experiences?
- What classroom or clinical experience has had the biggest impact on you personally and why?
- Why did you decide to be a nurse/physician's assistant?
- Have you ever faced a situation where a patient does not disclose important and relevant information? How did you handle that situation?

Questions to ask your interviewers

- How would you describe your company culture?
- What would my training schedule look like?
- What resources are available to me after I have completed the training period?
- What are the expectations for PA's in your practice?
- What skills are most important for me to possess to be successful in this role?
- How successful are recent graduates once hired to work here?
- How long will I have to consider and negotiate salary upon receiving an offer?
- Are there opportunities to be a preceptor here in the future?
- Do you have any concerns about my qualifications?
- What are the time percentages for rounding vs charting vs surgery, etc?
- How do you provide feedback to staff when a mistake is made?
- Do you have a mentorship program on the unit/floor/practice?
- What opportunities exist for continued education and learning?
- How are nurses/PA's actively supported in their roles here?
- What are common errors you see on the unit? How could those be avoided or improved?
- How is competency measured as I am trained?
- What have been some of the biggest struggles you have seen in recent grads and what are steps I can take to avoid those?
- What can you tell me about the patient population here?
- How often is floating required?
- How does scheduling work?
- What is the typical nurse-to-patient ratio? How many beds?
- What electronic medical system is used here?
- What is your favorite thing about working here?
- What is the most fulfilling part of your job?