

# Registered Nurse

This interview guide is intended to be used in conjunction with the Vervoe skills assessment. Where a candidate has scored Low - Medium on a skill, focus on asking more questions from that skill to gain deeper insight into their level of competency.

Assessment Score	<span style="background-color: #28a745; color: white; border-radius: 10px; padding: 2px 5px;">HIGH</span> <span style="background-color: #ffc107; color: white; border-radius: 10px; padding: 2px 5px;">MEDIUM</span> <span style="background-color: #dc3545; color: white; border-radius: 10px; padding: 2px 5px;">LOW</span>
Assessment Skills	Registered Nurse, Communication Skills, Clinical Knowledge, Ethical Knowledge / Empathy

Competency/Skill	Candidate with this will display
Registered Nurse	<ul style="list-style-type: none"> <li>Has the necessary qualifications as a registered nurse</li> <li>Excellent verbal communication skills</li> <li>Remains calm under pressure in potentially life-threatening situations.</li> </ul>
Questions	
	Have you ever worked with another nurse you didn't like or get along with? What was the situation and how did you manage it?
	Why did you decide to be a nurse?
	How do you handle the stress of being a nurse?
	If there was one thing you could change about the industry in terms of training/development or the workplace, what would it be?
Comments	

Competency/Skill	Candidate with this will display
Communication Skills	<ul style="list-style-type: none"> <li>Excellent communication skills to work closely with patients and other medical staff</li> <li>Can clearly articulate medical jargon to people with no medical knowledge</li> <li>Ability to explain health-related messaging in a clear, concise and calm manner</li> <li>Excellent written communication for medical notes</li> </ul>
Questions	
	How would you obtain all relevant information from a patient who was in distress?
	How do you explain technical medical terms to a non-technical person in this role?

	Describe a time where you have had to communicate an adherence or health plan to a patient who didn't understand what you were saying. How did you get around this issue?
<b>Comments</b>	

<b>Competency/Skill</b>	<b>Candidate with this will display</b>
Clinical Knowledge	<ul style="list-style-type: none"> <li>Clearly demonstrates a high level of clinical knowledge on a range of health issues and medications</li> <li>Must have experience as a registered nurse</li> <li>Can ask appropriate questions to understand presenting health issues</li> <li>Clear understanding of adherence and barriers to adherence</li> </ul>

<b>Questions</b>	
	Tell me about your Registered Nurse experience.
	What was the most complex case you have worked on? What was your involvement in it?
	Describe a time where you have had to deal with a non-adherent patient. How did you manage this?
	How would you manage a disease outbreak in a hospital?
	What do you think your best skill is as a nurse?

<b>Comments</b>	

<b>Competency/Skill</b>	<b>Candidate with this will display</b>
Ethical Knowledge / Empathy	<ul style="list-style-type: none"> <li>Understands and abides by laws of ethics</li> <li>Demonstrates a caring and empathetic nature with all clients and patients</li> <li>Understands cultural and religious differences in presentation and explanation of health issues</li> <li>Non-judgment when working with patients</li> </ul>

<b>Questions</b>	
	Tell me about a time where you have demonstrated cultural/religious empathy or understanding in the treatment of a patient.
	How would you handle client confidentiality, whilst maintaining documentation, when working with clients?

Tell me about a situation when a patient has refused consent to treatment.  
How did you manage this?

**Comments**