

Nurse Manager

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	HIGH MEDIUM LOW
Assessment Skills	Nurse Manager, Leadership, Communication, Clinical Expertise.

Competency/Skill	Candidate with this will display
Nurse Manager	<ul style="list-style-type: none"> • Demonstrated experience in a Nurse Manager role OR as a Nurse who is ready to take the next step • Passionate about leading a team and providing quality care • Continuous improvement mentality
Questions	
	How do you stay up to date with new Nursing practices and research to ensure you're providing the best care for patients?
	What interests you the most about being a Nurse Manager?
	How do you divide your time between leadership and nursing hours?
Comments	

Competency/Skill	Candidate with this will display
Leadership	<ul style="list-style-type: none"> • Develops and leads their team to ensure they are continuously learning • Provides a positive working environment for their staff • Enables staff to provide feedback and improve themselves and procedures • Fosters a learning environment
Questions	
	How do you upskill your team?
	Describe your leadership/management style?
	Describe a time where you have felt you were a great leader.
Comments	

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Competency/Skill	Candidate with this will display
Communication	<ul style="list-style-type: none">• Can communicate concisely and effectively with patients, families, nurses and other medical professionals• Ensures patients and families understand medical jargon• Maintains effective communication in high pressure environments
Questions	
	Describe a time where you had had to explain medical jargon to a patient who did not know what was going on. How did you ensure they understood?
	Describe your approach to communication with different audiences, i.e. medical professionals, patients, staff
	Describe a time where your message has been misunderstood. How did you rectify this?
Comments	

Competency/Skill	Candidate with this will display
Clinical Expertise	<ul style="list-style-type: none">• Has experience as a professional Nurse and leadership qualities• Maintains knowledge on changes in the industry, with medications and other interventions• Demonstrates competency in patient care and medication administration
Questions	
	How do you maintain knowledge in the industry when changes are made?
	What was the last thing you learned that helped you in your job?
	Describe your most complex case as a nurse / nurse manager.
Comments	