



Interview Questions to ask an Advanced Practice Nurse Candidate

1. Why are you interested in practicing here?
2. Why did you choose your specialty?
3. What healthcare issues are important to you?
4. Why should we hire you?
5. What are your long-term goals? Where do you see yourself in 5 years? 10 years?
6. What is your greatest strength? Describe this for me.
7. What are areas that you are currently working on to improve your skills?
8. How do you envision your role in this position? What type of duties do you enjoy most? What do you hope to gain from this position?
9. What is your ideal work schedule? Call schedule?
10. What are your compensation and benefit expectations?
11. What is important to you in a practice?
12. Which features of this practice interests you the most?
13. Which features of this practice do you have the least amount of interest in?
14. Tell me about your training.
15. Describe your past clinical experience.
16. How would you describe your style of medicine?
17. How do you describe your approach to patients?
18. Do you have any particular special clinical interests or skills that would contribute to this practice?
19. What qualities do you feel are most important to the success of an NP?
20. What has been your greatest challenge as an NP?
21. How do you handle stress?
22. How do you describe yourself? Your personality?
23. What would your last supervisor say about your work?
24. How soon are you able to start a new position?

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