

INTERVIEW PREPARATION GUIDE



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INTERNATIONAL HEALTHCARE RECRUITMENT





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Firstly, please remember that an interview is a two-way conversation, a dialogue, so it is for the employer to get to know you, but also for you to get to know them.

Please feel free to ask any questions you may have, whether to do with the job, company, relocation or their support and assistance. We want you to be confident and comfortable with the job offer when you accept it.

BEFORE THE INTERVIEW

Preparation is the first essential step towards a successful interview. Here are some pointers to help you at this stage:

- If planned interview is to be held by Teams/Zoom ensure you have the correct link and password (if applicable). Check the time of the interview (be mindful of the correct time zone), the interviewers' full name and the correct pronunciation.
- Ensure you have a high speed WiFi connection allowing for a good quality video conversation.
- If you need to supply documents remember to double check that you have all of them and that you have delivered them to us within the agreed timescales. Failure to do so may result in your interview being cancelled or rescheduled.
- Research online the Trust you are being interviewed by and ensure you have some knowledge of its size, services they provide and wards/areas the Trust is recruiting for. Read through any information sent to you by our Recruitment Consultant.
- Your Recruitment Consultant will call you 30 minutes ahead of your interview to check you're the quality of your connection (audio/video) and offer further guidance.



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THE INTERVIEW



In the UK we do what's called "Value Based Interviews".

Every company, whether a private or public healthcare provider has its own 'vision and values' - you may find the details on the company website. It is what they believe in, what they stand for. They will be looking to understand from you whether you can associate yourself with those values and whether you can demonstrate it by a way of an example or two.



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'What do you know about us and why do you want to come and work for us' are questions that always come up at the interview. Show enthusiasm, interest and passion. The employer really wants you to come and work for them and they want to see you are just as excited as they are.

The interviewing managers will be very friendly, calm and relaxed, they will not ask any tricky questions. They will want you to tell them about yourself, your family, your studies, your work, what are you best at (don't be shy to tell them what you think your strengths are), also what areas you wish to improve in, so the Trust can support you well on arrival and help you improve.

We don't expect you to be perfect. We expect you to be compassionate, caring, courageous, committed, communicative and competent (6Cs of nursing!).

Tell them about your most memorable patient, who was it and why did this patient touch your heart.

At the time of your interview the managers will already know that you have excellent qualifications, experience and level of English, they will want to get to know you as a person, who you are, how you think, what are your priorities.

You will be asked some clinical questions and also you may be asked to give examples of situations you may have been in (i.e. an emergency situation you have been in) - you can quote examples from life or work, but be detailed and thorough in your responses, always explain your role in the situation.

Avoid being vague - for example, if you have been in a situation where a patient suffered a heart attack it's not enough that you say you called for the doctor or ambulance:

- *What did you do before the doctor/ambulance arrived to save the patient or to comfort him/her?* - Show your nursing skills.
- *How did this situation make you feel? Did you feel scared, worried or invigorated by the experience?* - All of the emotions are fine - we all feel differently in various situations, but it doesn't mean that only one way is correct.



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Typical strengths employers look for are:

1. Communication - the ability to get on with a wide range of people.
2. Team working - the ability to be an effective team leader or team member.
3. IT skills - most jobs these days need some IT skills.
4. Good attitude - hard worker, honest, polite, co-operative.
5. Problem solving - using your initiative to identify solutions.
6. Enthusiasm - employers like someone positive.
7. Quick learner - so you can take on new tasks.
8. Determination - shows you are focused on achieving excellent standards of care and your own personal goals.
9. Flexibility - doing a variety of tasks to achieve a common goal.



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Patient Centred Care

There is nothing more important than the wellbeing of your patient, you are the patient's protector, advocate and have your patient's best interest at heart always.

In every situation and scenario you need to assess how your patient might feel and try to address not only their physical needs, but also their emotional and psychological needs, offer to comfort them, support them and ensure they feel safe with you.

Even when you work in the operating room the most important person is not the surgeon, it's always the patient.

Remember to show care and compassion in everything you do.

It is also imperative that you understand the following:

- The 6Cs of nursing.
- The NMC Code of Practice.
- The NMC Standards of proficiency for registered nurses.
- RCN Administration of Medicines guidance.
- The role of a nurse a hospital in the UK – refer to the Trust's job description and person specification.



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EXAMPLE INTERVIEW QUESTIONS

Be prepared to answer questions such as:

- Tell me about yourself and how you came to enter the nursing profession?
- Why do you want to come and work for this hospital?
- What do you want from your next career move?
- What areas/specialty(ies) are you interested in working in? What do you enjoy about it?
- Where do you see yourself in five years time? Why?
- What are your strengths? What are you really good at?
- What are your areas for improvement? What have you done to improve them?
- Would previous colleagues recommend you? What do you think they would say?
- How do you keep yourself up-to-date with the changing nursing standards and guidelines?
- How do you deal with stress?
- What research have you looked at recently and how would you apply this to your practise?
- What does teamwork mean to you?
- What does accountability mean to you?
- How would you describe your style of leadership?
- How do you deal with constructive feedback?
- Why do you think providing basic nursing care to patients such as assistance with personal hygiene is an important part of your role?



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Behavioural Questions

- Tell me about an occasion when you were in an emergency situation; what happened, what was the outcome?
- If you discovered a colleague had given the wrong type/dosage of medicine to a patient what would you do?
- You are looking to implement a change of practise or bring in a new idea. How do you persuade your colleagues that this would be worthwhile? Do you have an example to illustrate this?
- How do you feel about supervising nursing students and care assistants?

Clinical Scenario Questions

You may be asked to describe how you would care for a patient with a specific medical condition for example:

- Can you describe the initial nursing assessments you would make on a patient admitted with a 6 hour history of central chest pain, who is sweating profusely and appears to be having difficulty in breathing. From this assessment, discuss the plan of nursing care, which you would draw up for the next 24 hours.
- What are the clinical presenting signs of sepsis?
- It's 8 am, you are on duty and you have to give the breakfast to your 8 patients, but at the same time one of them is trying to get out of bed and another one wants to go to the toilet but he is wearing a diaper. Prioritize.
- What would you do if you saw your supervisor making a mistake that could threaten the patient's life? What is he/she said it will never happen again and for you not to tell anyone?
- Your manager and you have checked the medication from the controlled drug box (i.e. morphine), she is very busy and she asks you to give the medication by yourself. What do you do?





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Some *Do's* and *Dont's* Concerning Interviews

- Do plan to be ready early.
- Dress professionally.
- Do make some notes and have them with you during the interview. It will show that you have done a lot of research and prepared well for the interview.
- Do greet the interviewers using their first names.
- Do look the interviewer in the eye while you talk to her/him.
- Don't answer questions with a "yes" or "no". Expand and explain whenever possible giving details about yourself and your experience, which relate to the position.
- Don't bring up negative things like having a dispute with a colleague or your boss. And don't criticise previous employers.
- Do be honest and truthful.
- Try hard to relax and smile! :)

Further recommended resources:

<http://www.nhs.uk/aboutnhs/Pages/About.aspx>

<https://www.rcn.org.uk>

<https://www.nursingtimes.net>

<https://www.nmc.org.uk>