

Practical Nurse Job Interview Questions And Answers



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Practical Nurse Interview Questions And Answers Guide.

Question - 1:

How do you handle pressure in nursing?

Ans:

- * I actually work better under pressure and I've found that I enjoy working in a challenging environment.
- * From a personal perspective, I manage stress by visiting the gym every evening. It's a great stress reducer.
- * Prioritizing my responsibilities so I have a clear idea of what needs to be done when, has helped me effectively manage pressure on the job.
- * If the people I am managing are contributing to my stress level, I discuss options for better handling difficult situations with them.
- * I find that when I'm under the pressure of a deadline, I can do some of my most creative work.
- * I am not a person who has a difficult time with stress. When I'm under pressure, I focus and get the job done.

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Question - 2:

Describe a difficult work situation and how you overcame it in nursing?

Ans:

Give concrete examples of difficult situations that actually happened at work. Then discuss what you did to solve the problem. Keep your answers positive (Even though it was difficult when Jane Doe quit without notice, we were able to rearrange the department workload to cover the position until a replacement was hired.) and be specific. Itemize what you did and how you did it.

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Question - 3:

Describe a time when your workload was heavy and how you handled it in nursing?

Ans:

When I was working on a software implementation team at ABC Company, we took over another company and had to transition many clients to a new product in a short amount of time. It took a lot of planning, time, hard work and effort, but we were able to complete the project in a timely manner.

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Question - 4:

Give some examples of teamwork in nursing?

Ans:

I was part of team responsible for evaluating and selecting a new vendor for our office equipment and supplies. The inter-departmental team reviewed options, compared pricing and service, chose a vendor and implemented the transition to the new vendor.

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Question - 5:

If you know your boss is 100% wrong about something how would you handle it?

Ans:

An answer that works well is:

It depends on the situation and the personality of the supervisor.

To elaborate, give examples:

My prior supervisor was more easy-going and if I told her "You know, I think it might work better if I do what you asked in such and such a way," she would say "Okay, try it."

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Question - 6:

How do you evaluate success in nursing?

Ans:

In your answer, you should be cognizant of the type of job you are applying for. Whereas a large corporation might place all their emphasis on the bottom line, a



non-profit would measure success not in money but in social impact.

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Question - 7:

What type of work environment do you prefer in nursing?

Ans:

I can be flexible when it comes to my work environment in nursing.

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Question - 8:

Do you prefer to work independently or on a team in nursing field?

Ans:

I am equally comfortable working as a member of a team and independently. In researching the company, your mission statement and the job description, I could see similarities to my previous position where there were some assignments that required a great deal of independent work and research and others where the team effort was most effective. As I said, I'm comfortable with both.

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Question - 9:

If the people who know you were asked why you should be hired as a nurse, what would they say?

Ans:

I am sure if you asked my friends that question they would say you should hire me because I have the skills outlined in the job description and I bring 10+ years of expertise to this position. Words they have used to describe me are:

- * Hard working
- * Professional
- * Trusted and a team player.

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Question - 10:

Why should I take a risk by hiring you as a nurse?

Ans:

The best way to answer this type of question is to emphasize how well this particular position fits your interests. Review each element of the job description and note the responsibilities that are most interesting to you. Think of parallel roles you have had in the past and be ready to describe how fulfilling any of those activities have been for you.

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Question - 11:

What will you miss most about your last job as a nurse?

Ans:

Fortunately, this should not be a difficult question to answer. To start, you should be honest and engaging. If you get the job, your interviewer will likely take your response into account when assigning and prioritizing your tasks, so it is important to be genuine and forthright in your answer.

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Question - 12:

How would you adjust to working for a new company as a nurse?

Ans:

Since an employer is essentially assessing your adaptability, you need to convey how you have adjusted to new situations and demands in the workplace. Take an inventory of the transitions you have negotiated in the past. Consider the variety of bosses for whom you have worked and their different supervisory and leadership styles. If your workplace has retrenched, reorganized, merged or undergone any other challenges in the past, be ready to discuss how you dealt with those changes.

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Question - 13:

If you could relive the last 10 years of your life, what would you do differently as a nurse?

Ans:

I am actually very satisfied with the career I have chosen and how it has progressed. I have learned important things at every stage and from the people I have worked with.

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Question - 14:

Why did you choose your major in nursing?

Ans:

You might reference a fascination with how groups function or the dynamics of effective communication.

Example: Think about projects you have completed or specific courses which you have taken in your major that have the closest connections to the job. Use them as examples during the interviewer.



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Question - 15:

Would you rather be liked or respected as a nurse?

Ans:

In most work roles, being respected should be given greater emphasis, since it is typically linked more closely to competence and productivity. However, a significant factor to consider is the nature of your relationship with your colleagues.

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Question - 16:

What won't you miss about your last job as a nurse?

Ans:

Finally, pick three aspects of your past or current job that held the least interest to you. Make sure that any tasks you mention are not likely to be prioritized by your target employer nor should they be frequently performed or highly important aspects of the position.

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Question - 17:

What strategies would you use to motivate your team as a nurse?

Ans:

One important dimension of your interpersonal style is how you motivate others, especially if you will be supervising staff, managing projects or leading teams of co-workers. In addition, you may also encounter this type of questioning while interviewing for jobs in sales and public relations, where you need to motivate customers and clients.

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Question - 18:

What is your professional development plan?

Ans:

Organizations look for employees who are plugged into the latest trends impacting their field and eager to keep pace with changes in technology and best practices. They also recognize that no employee is perfect and look for evidence of self-awareness and a willingness to address any weaknesses.

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Question - 19:

What makes you angry in nursing?

Ans:

Your answer should contain two components, first a description of the situation that angered you and then a reference to how you processed the event and handled your anger.

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Question - 20:

What is the worst thing that you have ever gotten away with in nursing?

Ans:

The thing to remember with the tricky questions is that it is fine to take a moment or two to frame a response. Then be honest, relatively speaking, so you are answering the question but not in a way that would make the interviewer not want to hire you. Keep it positive as much as you can.

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Question - 21:

What is the biggest criticism you received from your boss in nursing?

Ans:

You should be ready to share an issue or two that has surfaced over time. Pick a performance area that is not central to the job you're applying for. If possible, pick an issue that you have addressed and improved upon.

Example: If in your past job, your supervisor critiqued your public speaking skills, leading you to take steps to enhance your skills, you might share that story. This approach would work best if excellent public speaking skills are not crucial in the new position.

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Question - 22:

What do people most often criticize about you as a nurse?

Ans:

There is no on-going criticism. I'm open to personal and professional growth and welcome the opportunity to improve. One of the things that I am sometimes criticized for is being too much of a perfectionist. I tend to expect very high standards of work from myself.

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Question - 23:

What are your pet peeves?



Ans:

If something is bothering me, I step back, analyze "why" and find a good solution. If you asked my teenage daughter she would tell you my pet peeve is the volume of her music and the mess in her room.

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Question - 24:

How much you are passionate about nursing?

Ans:

Your response doesn't need to be work focused but do be sure that what you share isn't something that could potential cut in to your working hours.

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Question - 25:

What has been the greatest disappointment in your life as a nurse?

Ans:

If possible, tell about a personal disappointment i.e. the early death of a parent, child or school friend. Believe it or not, it is okay to have not had a "greatest" disappointment.

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Question - 26:

What do you find are the most difficult decisions to make in nursing?

Ans:

Give concrete examples of difficult situations that actually happened at work. Then discuss what you did to solve the problem. Keep your answers positive (Even though it was difficult when Jane Doe quit without notice, we were able to rearrange the department workload to cover the position until a replacement was hired) and be specific. Itemize what you did and how you did it.

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Question - 27:

What motivates you in nursing?

Ans:

I was responsible for several projects where I directed development teams and implemented repeatable processes. The teams achieved 100% on-time delivery of software products. I was motivated both by the challenge of finishing the projects ahead of schedule and by managing the teams that achieved our goals.

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Question - 28:

Is there anything else we should know about you as a nurse?

Ans:

Review the job description and itemize a list of your skills, accomplishments, areas of knowledge, experiences and/or personal qualities which would help you to meet the qualifications for this particular job. Be ready to supply examples from your work, volunteer or academic history which prove that you have added value by applying those assets in the past.

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Question - 29:

How would you describe the pace at which you work as a nurse?

Ans:

Options for answering this question include saying that you work at a steady pace but usually complete work in advance of the deadline. Discuss your ability to manage projects and get them done on or ahead, of schedule. If you work at a job where you have set criteria (i.e. number of calls made or responded to) that measures accomplishments, discuss how you have achieved or exceeded those goals.

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Question - 30:

How do you handle stress as a nurse?

Ans:

Stress is very important to me. With stress, I do the best possible job. The appropriate way to deal with stress is to make sure I have the correct balance between good stress and bad stress. I need good stress to stay motivated and productive. I react to situations, rather than to stress. That way, the situation is handled and doesn't become stressful.

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Question - 31:

How are you different from the other nurses?

Ans:

It is not uncommon for employers to receive hundreds of applications from eager job seekers. Employers make hiring decisions by comparing these various candidates who are applying for a position and sometimes they will ask you to help them to assess what is distinctive or advantageous about hiring you.

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**Question - 32:**

How many hours do you normally work as a nurse?

Ans:

At some companies, the normal is a 40 hours a week and everyone goes home in time. At others, everyone might work 50 or 60 hours a week. However, working a lot of hours isn't necessarily a good thing. It could mean you are not productive enough to get the job done in a reasonable amount of time.

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Question - 33:

How does this job of a nurse fit in with your career plan?

Ans:

This type of question presents some potential pitfalls for candidates if they are not careful. Avoid answers which place emphasis on salary, location and even the company since employers typically want a candidate who is well qualified for and motivated to pursue the job itself.

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Question - 34:

Who do you compare yourself in nursing field?

Ans:

In addition to discussing strengths that are central to the job, you should also include some other interesting personal qualities that are not particularly relevant but will provide an authentic feel to your presentation.

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Question - 35:

How do you view yourself as a nurse?

Ans:

The best way to answer is to share some of your strengths, particularly those that match the qualifications for the job.

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Question - 36:

Describe your work style as a nurse?

Ans:

- * I am very focused on my work and consequently, I am able to work quickly.
- * I keep a steady pace and check my work as I go along to prevent mistakes from snowballing.
- * Because I am very organized, I am able to accomplish a lot in a limited amount of time.
- * I am organized and efficient and I'm able to multi-task very well.

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Question - 37:

Do you take work home with you as a nurse?

Ans:

When I need to, no problem. I realize the importance of meeting deadlines and getting work done on time.

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Question - 38:

Do you work well with other people in nursing?

Ans:

Companies want to know how you work well with other people and you will need to say more than you enjoy working with others, which is the standard response.

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Question - 39:

Can you describe a typical work week in nursing?

Ans:

Interviewers ask this question to make sure that your experience matches the job requirements. This question also helps the interviewer assess whether you have the personal qualities the company looks for in an employee such as organization, the ability to work well with others and an aptitude for meeting challenges head on.

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Question - 40:

Tell me about yourself as a nurse?

Ans:

Try starting out by sharing some personal interests which don't relate directly to your work. Examples might include a hobby which you are passionate about like quilting, astronomy, chess, choral singing, golf, skiing, tennis or antiquing.

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**Question - 41:**

Please tell me how do you handle failure as a nurse?

Ans:

Recruiters will also want to determine if you have the confidence to admit your failings and learn from your mistakes. In addition, this type of question is another device for uncovering your weaknesses to determine whether you have the right stuff to get the job done.

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Question - 42:

Do you consider yourself successful as a nurse and why?

Ans:

The recruiter is trying to assess your past achievements and determine whether you will be driven to achieve such results in the future. This question also allows the recruiter to understand how you define success.

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Question - 43:

How do you handle success as a nurse?

Ans:

Most employers are looking for consistently high levels of productivity for their staff as well as continual growth and development. So they may ask a question like this to determine whether you coast after your achievements and to see if you learn from your successes.

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Question - 44:

Tell me about something that is not on your resume?

Ans:

Interviewers will always want to go beyond what you have shared with them on your resume to uncover a more comprehensive picture of your background. Your resume states the facts but the interviewer wants to know about the person behind the work history to determine whether you're a good match.

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Question - 45:

What is your greatest weakness as a nurse?

Ans:

One approach to answering this question is to analyze the key skills and strengths required for the position you are interviewing for and then come up with an honest shortcoming which is not essential.

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Question - 46:

How will your greatest strength help you perform as a nurse?

Ans:

An effective answer to this question will demonstrate how your greatest strength will make you an asset to the company. When you respond, relate your strengths to both the job description and your ability to perform at work.

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Question - 47:

What is your greatest strength as a nurse?

Ans:

The best way to respond is to describe the skills and experience that directly correlate with the job you are applying for. Be prepared to answer by making a list of the qualifications mentioned in the job posting. Then, make a list of your skills that match those listed. This list can include education or training, soft skills, hard skills or past work experiences.

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Question - 48:

How would you handle a patient who complains about everything?

Ans:

I would first be sure that the patient had no valid complaints and then just be patient and reassure them that we were doing our very best for them. I understand that some patients will complain about everything, just because they are unhappy about what brought them to our care. I just reassure them that everything possible is being done to make them comfortable.

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Question - 49:

What would you do if your replacement did not arrive as a nurse?

Ans:

* I would wait until she arrived or until someone else was called in.

* I would notify the supervisor and offer to stay until my replacement arrived.



* Try calling her to see if she were on the way or if she needed help making arrangements for someone to take her shift.

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Question - 50:

Are you a self motivator as a nurse?

Ans:

Absolutely, I can always find something productive that needs doing. I am very motivated to do a good job at what I take on and I like to stay busy. I am a self motivator and I take great pride in my job as a nurse.

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Question - 51:

Would you describe yourself as organized as in nursing field?

Ans:

Absolutely. I like to have a check list and make sure that each item gets the attention it needs. Sometimes a little too much so. I make sure that everything is neat and in order. I am a very organized and thorough person, which I think contributes to my success as a nurse. I use several online and desktop tools to stay organized. I like to carefully plan my daily, weekly and long term work project. That helps me stay organized.

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Question - 52:

What do you find most rewarding about being a nurse?

Ans:

* The most rewarding thing for me as a nurse is seeing the joy when a family first holds their baby.

* Interacting with the patients and their families is what I find most rewarding.

* I find helping patients through recovery after surgery, which is often one of their greatest challenges, to be most rewarding.

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Question - 53:

Would you become a doctor if you had the opportunity as nurse?

Ans:

No, I enjoy the personal contact with my patients and the comradeship with my colleagues unique to nursing. I chose to become a nurse because I find the field fascinating. I plan on advancing my career as a nurse, not a doctor.

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Question - 54:

How has your training prepared you for the challenges you will face as a practical nurse?

Ans:

I had an internship position at a center after graduating last year, which gave me hands on experience with patients and I am anxious to pursue my career specializing in cancer treatment.

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Question - 55:

Do you have any professional affiliations as a practical nurse?

Ans:

Absolutely, I feel it's important to stay informed about the nursing profession. I'm a member of the hospitals and associations.

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Question - 56:

What do you think about nursing?

Ans:

I believe that nursing is one of the most interesting and growing careers available today and I enjoy the difference I can make in my patient's hospital experience.

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Question - 57:

What made you choose nursing as a career?

Ans:

I wanted to do something in my career that is challenging, interesting and makes a difference in people's lives on a daily basis.

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Question - 58:

What do you find difficult about being a nurse?

Ans:

* Sometimes I find it difficult to leave work at work, as I tend to become very involved with my patients.



- * I think the most difficult part of being a nurse is when I have a patient that is very unhappy or in a lot of pain and I can not comfort them to the degree I would like.
- * I prefer to look at difficulties as challenges, and I enjoy conquering challenges.

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Question - 59:

What do you feel when you contribute to your patients as practical nurse?

Ans:

- * I offer my patients the very best care and advocacy I can.
- * I believe that I offer my patients comfort and confidence that they are being well cared for.
- * I feel that my patients know that I am there to provide comfort and understanding, that I will listen to their concerns and that I will act as their advocate if necessary.

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Question - 60:

Please tell me how would you handle a family who is displeased with your patient's care as practical nurse?

Ans:

- * I would listen to their concerns and reassure them that I was doing my very best for their loved one.
- * Sometimes family members are looking for someone or something to blame for what their loved one is going through. I would try to reassure them that the patient was getting the best quality of care available.
- * I would listen to their concerns and make sure that if any were well founded they were addressed immediately.

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Question - 61:

How would you handle a patient who constantly complains about pain as practical nurse?

Ans:

- * I would confer with the attending doctor to make sure that the patient's pain was being managed in the most effective way.
- * I would reassure the patient that everything possible was being done to alleviate their discomfort.
- * I would listen sympathetically to their complaint, reassure them that their concerns were being heard and that we were doing everything possible to help them.

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Question - 62:

How would you deal with a doctor who was rude?

Ans:

- * I would bring the question to my supervisor. If the doctor was displeased with me in some way, I would want to find out so I could take action to rectify the situation.
- * I would ask the doctor if there was something in my care of the patient that she felt needed discussion.
- * If it were a one time occurrence, I would figure that she was just having a bad day. If it happened repeatedly, I would notify my supervisor.

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Question - 63:

How do you handle stress on the job as licensed practical nurse?

Ans:

- * By focusing on the most important thing, the care of the patient. I feel I owe it to my patients to stay calm and focused on them.
- * There are often stressful situations that arise. I just make sure that the stresses of the job don't interfere with the care of the patient.
- * I am generally an easy going person and I don't allow on the job stress to interfere with my work.

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Question - 64:

What do you do to keep current with medical findings and practices as licensed practical nurse?

Ans:

- * I offer my patients the very best care and advocacy I can.
- * I believe that I offer my patients comfort and confidence that they are being well cared for.
- * I feel that my patients know that I am there to provide comfort and understanding that I will listen to their concerns and that I will act as their advocate if necessary.

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