

Nursing – Personality Trait based interview questions

After reviewing the Care Advantage suitability report, these questions can be used during the job interview to dig deeper into an identified personality trait.

Conscientious

Can you give me an example of how you keep track of your residents' care details and keep yourself organised having to deal with many different residents?

[if score is to the right] Tell about times when you have had to re-work your plan for the day because of emergencies. How do you manage this?

Can you give me an example of a time when you worked in an environment that was untidy and unorganised? What was the situation like and what did you do?

Tough Minded

[if score is to the right] Can you describe a time when you came across to someone else a little too strong when the situation may have needed you to be a little more tactful. What was the situation and what happened?

Tell me about a time when you were frustrated because you were being expected to handle things that you didn't feel were your responsibility. What did you do?

Can you tell me about a situation where you had to handle a difficult patient. In what way was the patient difficult and what did you do?

Conventional

Can you give me an example of a time when you had to stretch or ignore a standard procedure in order to provide better care to your patient?

[if score is to the right] Describe a time when it seemed that policies and procedures were changing too quickly and you had trouble keeping up. What was it like, and how did you handle it??

Can you tell me about a time when you came up with a creative solution to an ongoing issue or problem of one of your residents? What was it and what was the outcome?

Extroversion

Sometimes you may have a patient who is very nervous and upset, making it hard to do your job. Tell me about such a time and how you calmed or comforted the patient so you could do your work?

[if score is to the right] Describe a time when you had to work alone for most of the day. What was it like?

[if score is to the left] When meeting a new patient for the first time, how do you normally go about building rapport with them and do you have any examples of where your normal approach didn't work? What was the situation and how did you deal with it?

Stable

[if score is to the left] Tell me about a time when you were very stressed by an overscheduled day or difficult patients. Were you able to bring some calm and order to the situation? How did you do that?

[if score is to the right] Describe a time when someone else thought you were not handling a problem fast enough. What were the circumstances and how did you deal with it?

Have you ever become upset with a patient or their family member? What was the situation and what happened?

Team

Can you give me an example of where you had to work as part of a team? What was the situation and what was your role within the team?

Describe a time when you really enjoyed your job because of the people or patients you were working with. What made that situation so good for you?

Have you ever worked as part of a team where a team member did not pull their weight? What did you do and what was the outcome?