

CAREER SERVICES

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# Nursing Job Search:

## Preparing for Interviews

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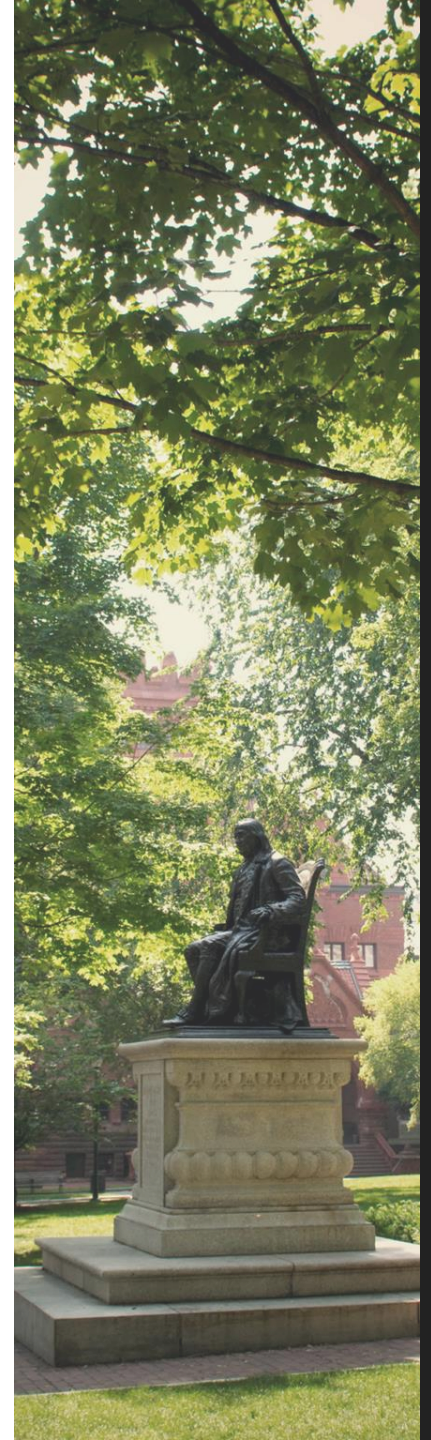


Career Services

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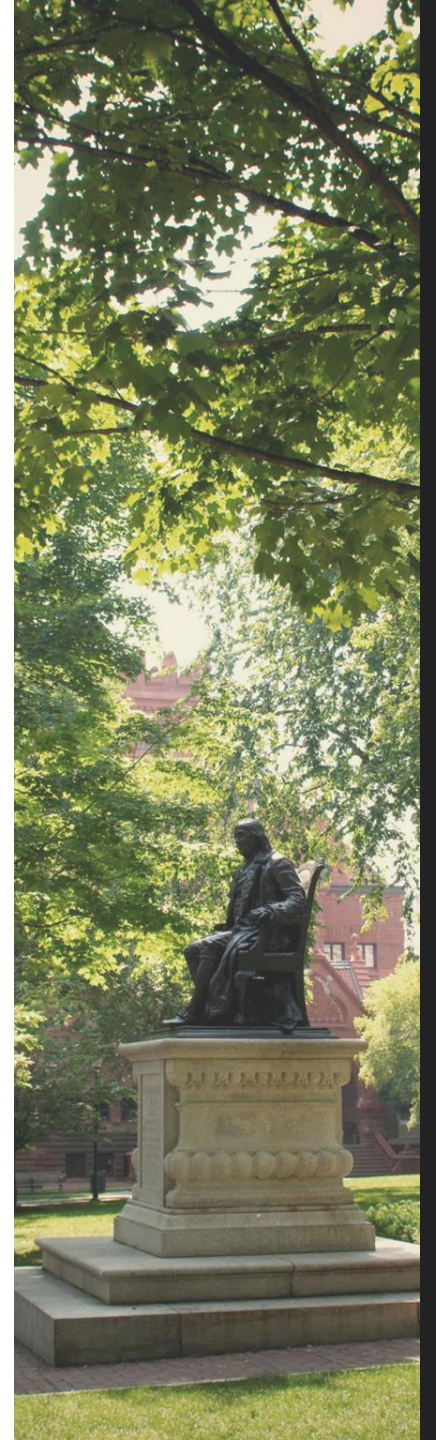
# Types of Interviews

- Career Fairs/Open Houses
  - Brief opportunity to make positive first impression
  - Could possibly lead to longer interview at or after the event, so be prepared.
- Screening Interview
  - May be over the phone, via video or in person
  - Often relatively short: 30 minutes or 1 hour
- Second or On-Site Interview
  - Usually meet with multiple people at different organizational levels
  - Can be entire day - maintain energy!



# What Do Interviewers Look For In Candidates?

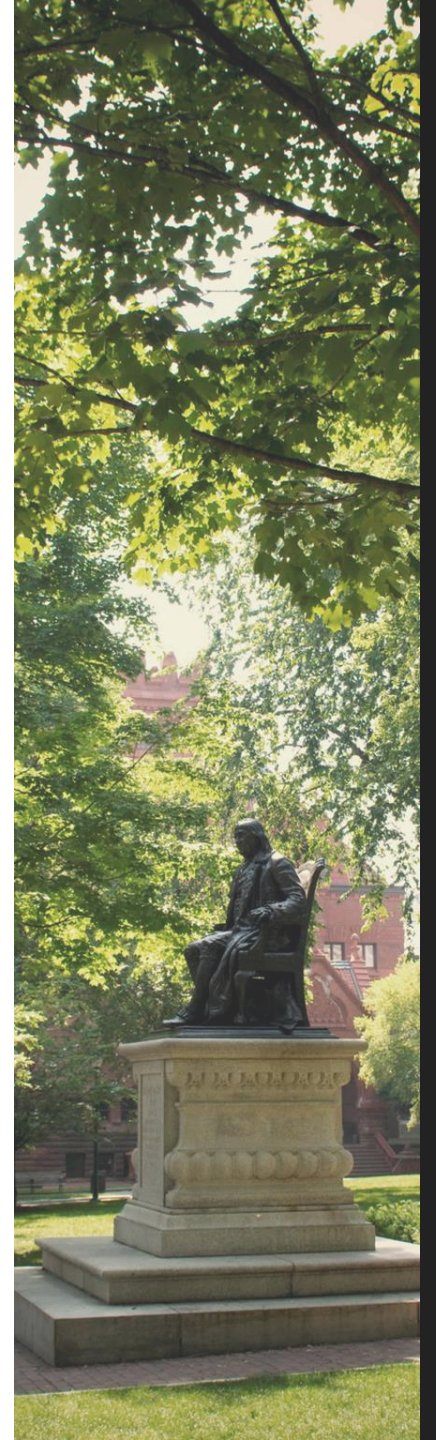
- Ability to apply core skills (e.g., clinical, interpersonal, etc.)
- Ability to collaborate with others
- Alignment with organizational values
- Enthusiasm and interest in position
- Honesty and integrity
- Confidence and coachability





# Before the Interview

- Know what information you want to convey about your interest and qualifications in advance
- Check online for any interesting developments at the hospital/facility and in the applicable specialty
- Review and practice commonly asked questions
- Formulate questions to ask
- Have a mock interview or practice using Big Interview
- If possible, request a schedule and list of people you will meet during the interview day

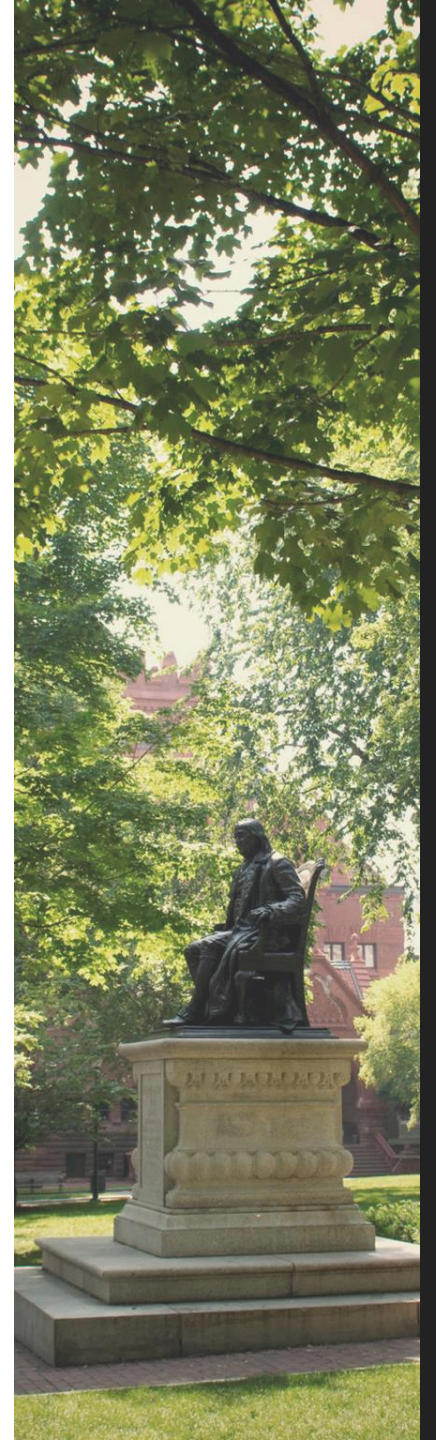




# Before the Interview (cont'd)

For in-person interviews:

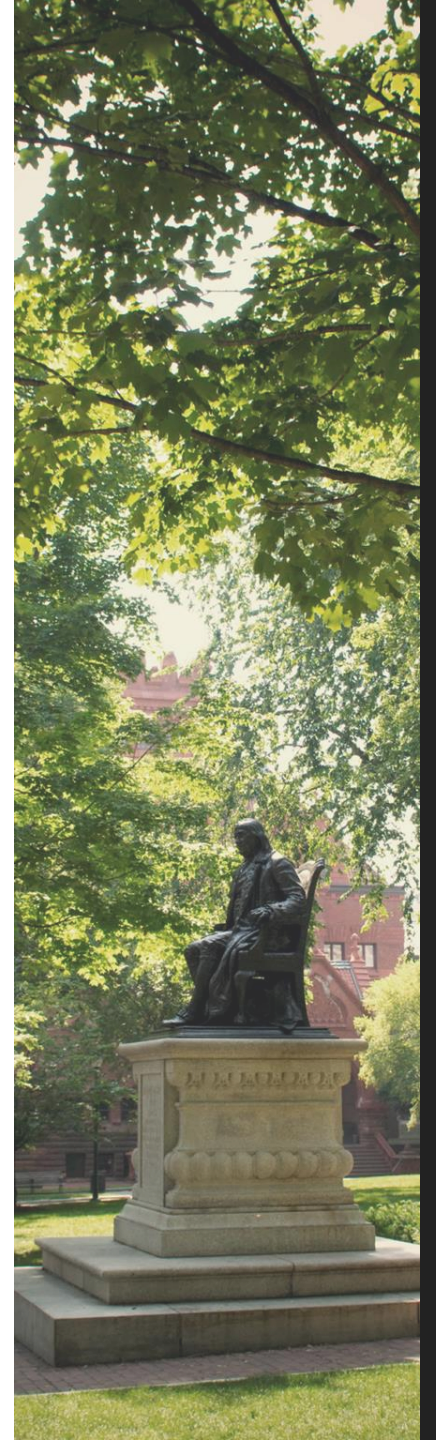
- Make sure you are clear on the location of the interview and how to get there
- Aim to arrive to interview site about 15 minutes early for in-person interviews
- Dress professionally; if you need to arrive in scrubs due to time constraints, let the recruiter know ahead of time.
- Bring portfolio with extra resumes, pen, paper, etc.





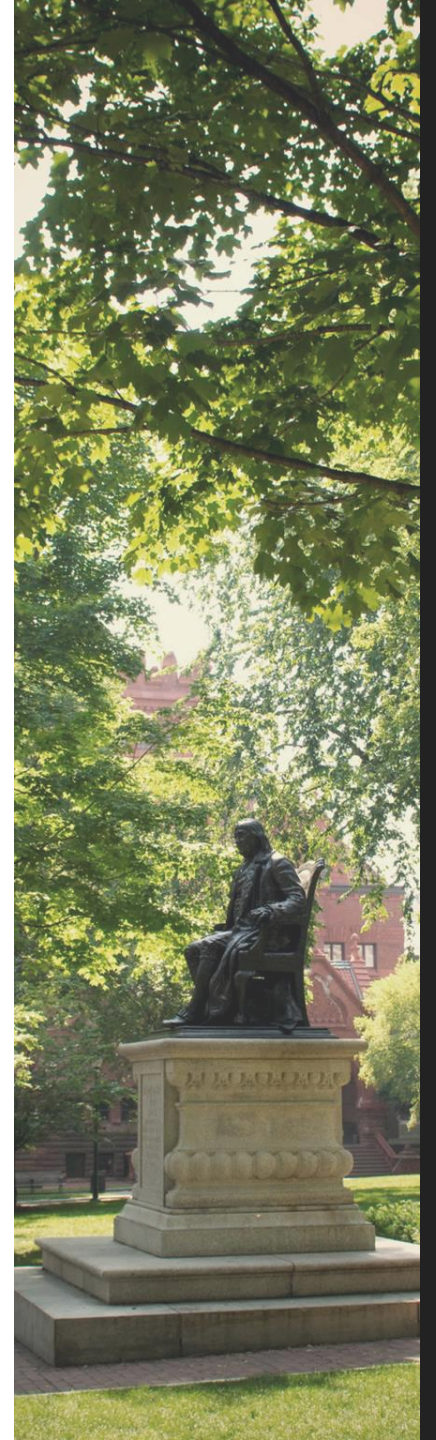
# Special Cases

- Phone Interviews
  - Test phone reception, Smile for increased energy in voice
- Video Interviews
  - Test video/audio reception, Have good lighting and uncluttered background, Dress professionally
- Asynchronous Interviews
  - Practice with *Big Interview*



# Types of Interview Questions

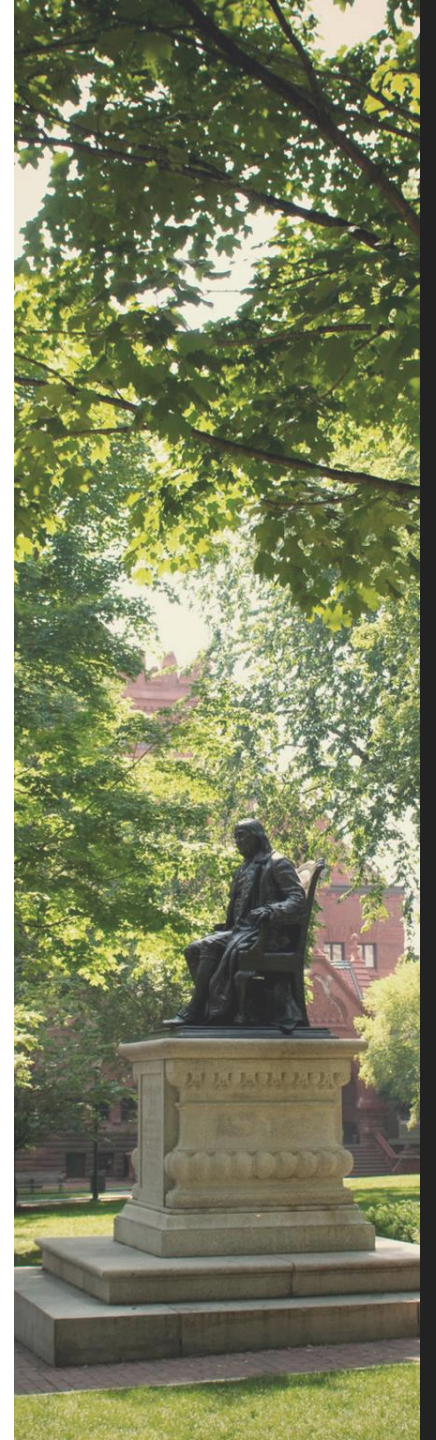
- Alignment/Interest
  - “Tell me about yourself.”
  - “Why are you interested in this hospital/facility?”
- Behavioral
  - “Give me an example of \_\_\_\_.”
  - “What strengths do you bring to this position and how have you used them?”
- Case
  - “Suppose \_\_\_ occurred with one of your patients...how would you respond?”
- Issues
  - “What concerns you about health care today?”





# Tell Me About Yourself: Tips

- Your answer should typically last from 30 to 60 seconds.
- Your answer should trace relevant themes in your background.
- Your answer should touch on the most relevant highlights from your experience.
- When you are finished, the interviewer should know why you are interviewing.

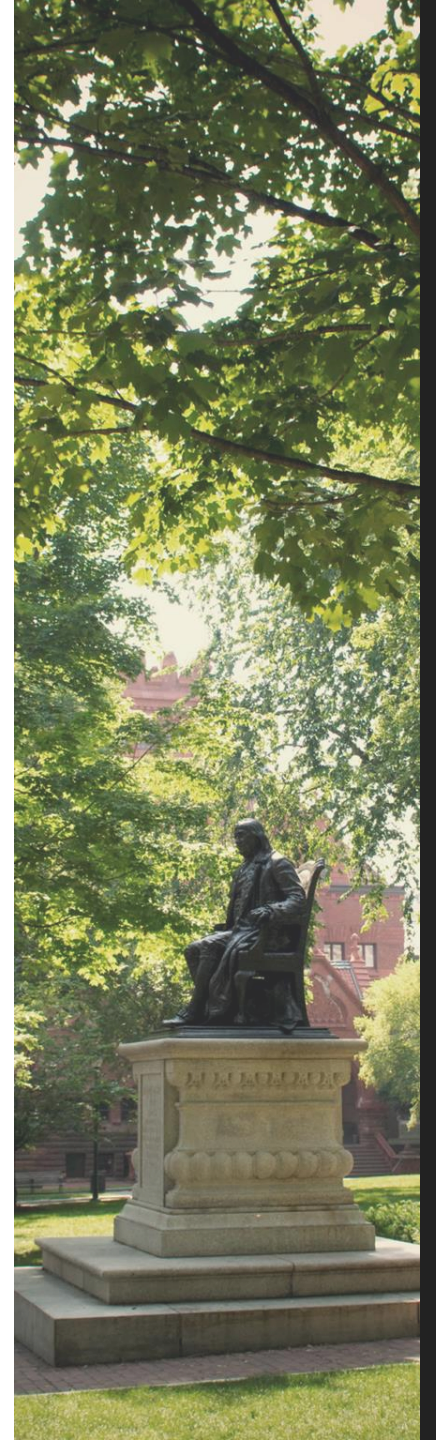






# Tell Me About Yourself: Basic Answer

“I am a senior here in the School of Nursing interested in pediatric nursing. During my time at Penn, I have gained key clinical and teamwork skills during my summer externship and my rotations. I have also been active in various community service activities.”

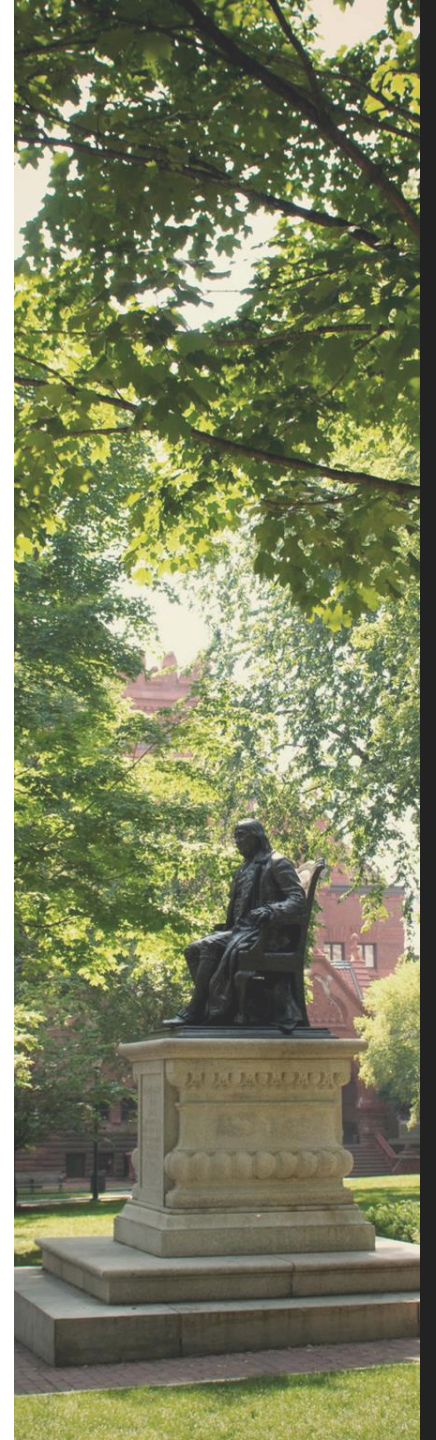




# Tell Me About Yourself: Better Answer

“I will be graduating from the School of Nursing in May (or December). My interest in nursing was sparked when I served as a camp counselor and realized that I was drawn to issues related to the health of the campers. While at Penn, I have especially enjoyed my pediatric rotations and summer externship at a pediatric hospital.

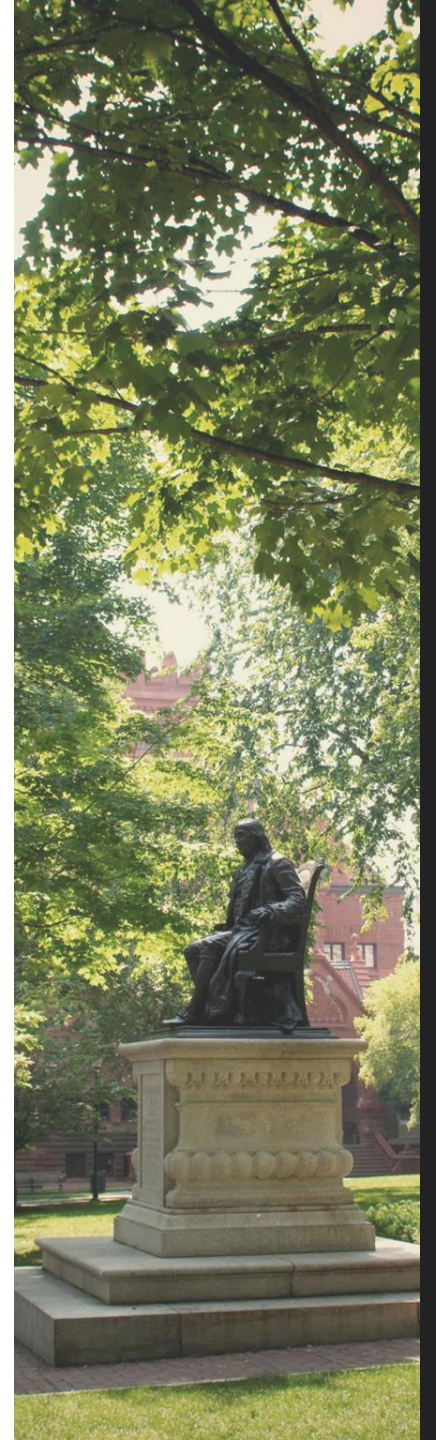
I have also continued working with children as a tutor and mentor. In all of these roles, I’ve enjoyed building relationships with families as well. In fact, it is Hospital A’s emphasis on family-centered care that makes me excited about the possibility of working there. Pediatric nursing would be a great way to combine my passion for young people and health with my clinical skills.”





# Why This Hospital/Facility?

- Search the website for:
  - Mission / Core values / Philosophy of Care
  - Interesting research, projects, and initiatives
  - Specific programs: Nurse Residency, Externship Program
- Recall highlights from:
  - Previous experience at the hospital
  - Previous conversations with those who work at the hospital.



# Examples of Employer Information

Who We Are | Inclusion & Diversity | Benefits & Wellness | Locations | Our Region | Events | **View Jobs**

**ChristianaCare** | CAREERS | Nursing | Physicians | Advanced Practice Clinicians | Professional Areas | HomeHealth

- Get Involved
- Professional Development
- Nurse Externships
- Direct Hire Residencies
- Cohort Start Residencies
- Scholarships
- Job Shadowing
- Nurse Assistant Training Opportunities

### Newark and Wilmington Residencies

New graduate specialty residencies:

- **Women's and Children's units**
  - Labor and Delivery
  - Postpartum and Neonatal Continuing Care Unit
- **Critical Care**
  - Successful residents will be hired as staff nurses within the Critical Care units of either the Wilmington or Newark campus hospitals. Units that may be hiring include Cardiovascular ICU, Medical ICU, Neuro ICU, Post-Anesthesia Care, Surgical/Trauma ICU and Wilmington Med/Surg ICU.
- **Emergency Room**

About | Locations | Health & Wellness | Giving | Academic Departments | **myPENN MEDICINE**

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## Nursing and Advanced Practice Providers Information

- For Health Care Professionals (+)
- Nursing and Advanced Practice Providers Information (+)
- Nursing at Penn (+)
- Our Vision (+)

- Transformational Leadership
- Ethics Committees
- Shared Governance
- Knowledge Based Charting
- Leadership Forum

### Transformational Leadership

Transformational leadership is a well-studied leadership style that promotes innovative problem solving to move an organization forward and energize employees by:

- providing a clear vision
- creating high standards of accountability
- respecting each individual as an intellectual

### Why Does Transformational Leadership Matter?

Today's health care environment is evolving dramatically, and with unprecedented change comes unprecedented challenges. Forward-thinking, visionary and engaged clinicians will be among the transformational leaders who help to solve health care's new and existing problems.

Penn nurses are visionary and strategic thinkers integral to innovation at Penn Medicine. Penn nurses are empowered. They employ their professional knowledge to identify areas of necessary change and take action to achieve change. Autonomy





# Behavioral Questions: Important Skill Sets

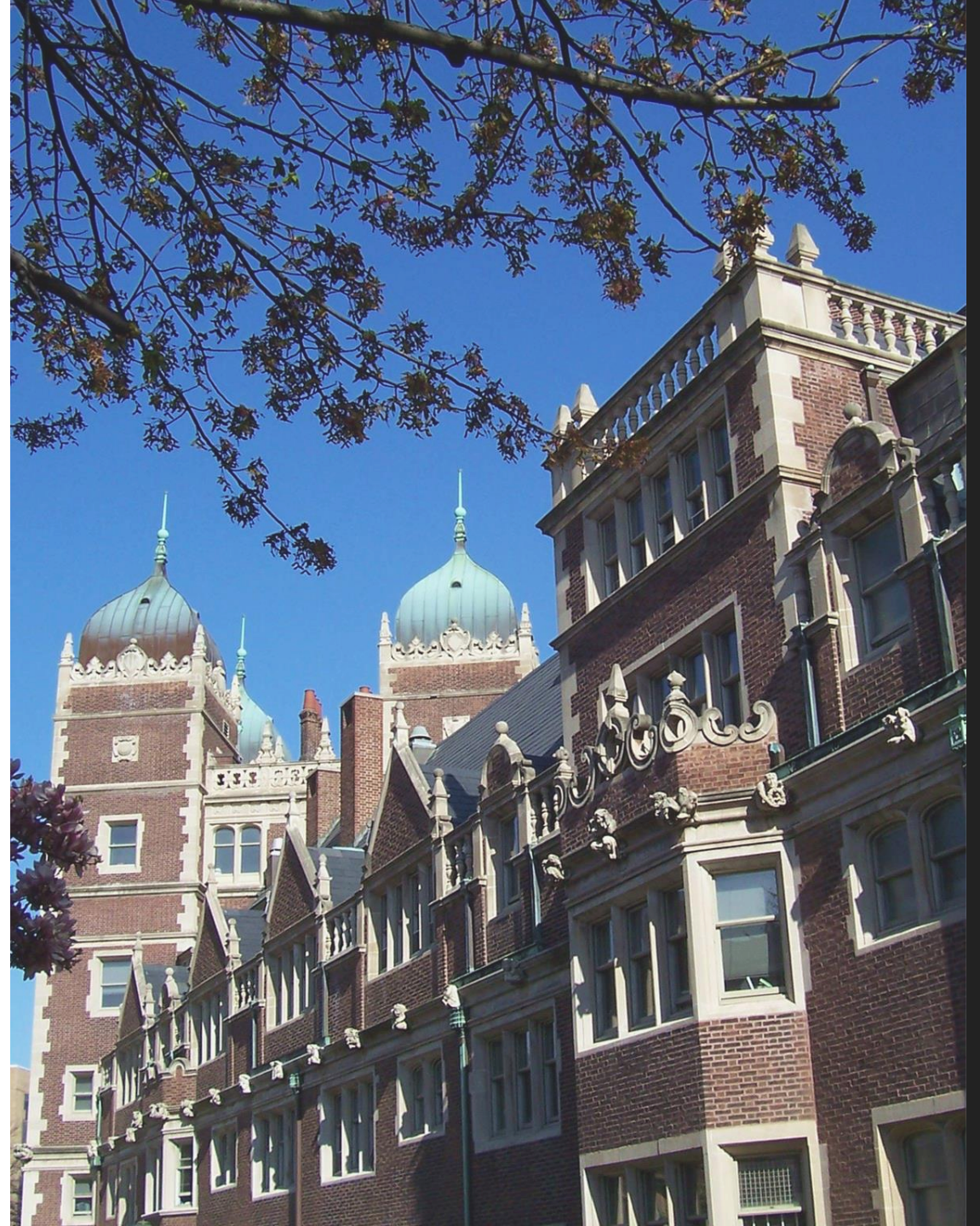
- Clinical
- Critical Thinking
- Interpersonal
- Teamwork
- Leadership





# Behavioral Questions: Telling the Story

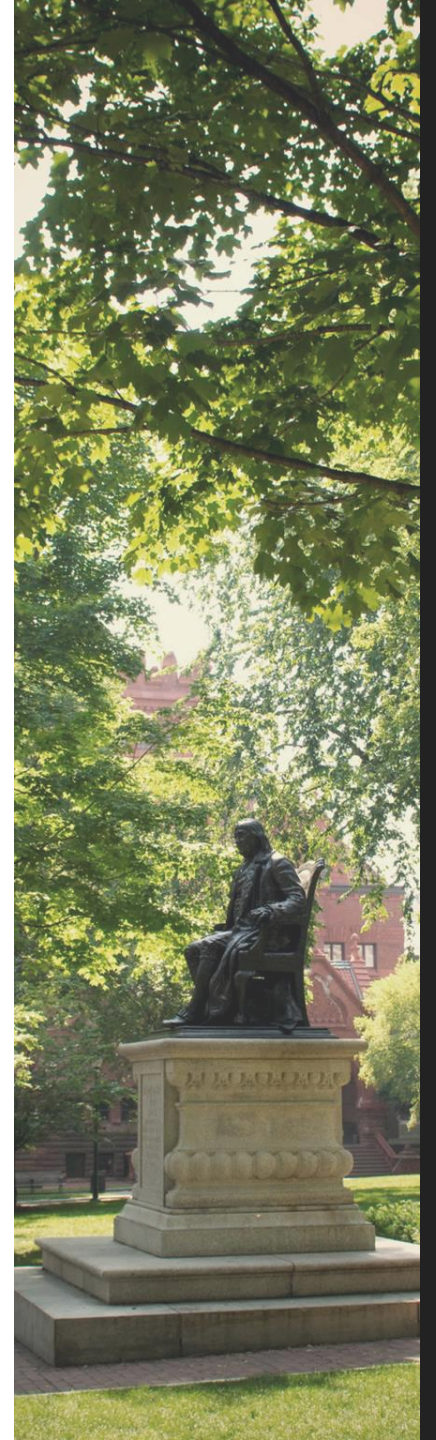
- Context: What was the situation/issue?
- Action: What did you do?
- Results: What impact was made?





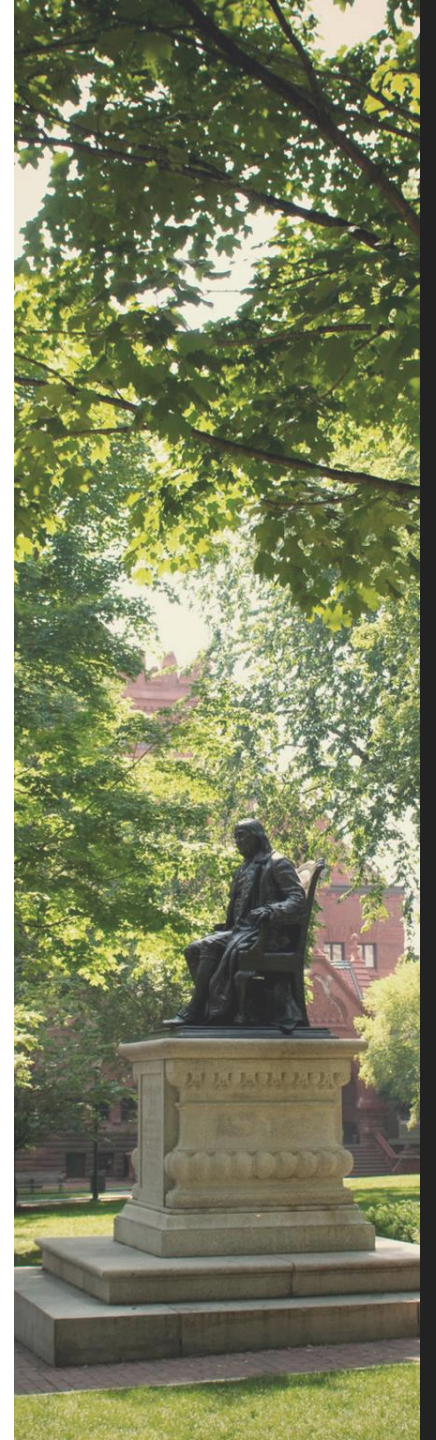
# Behavioral Questions: Example

- **Question:** What is a strength that you would bring to this position?
- **Answer:** “During the course of my clinical experiences, I have found that I have a special ability to establish rapport with families of patients. For example....”



# Behavioral Questions: Example

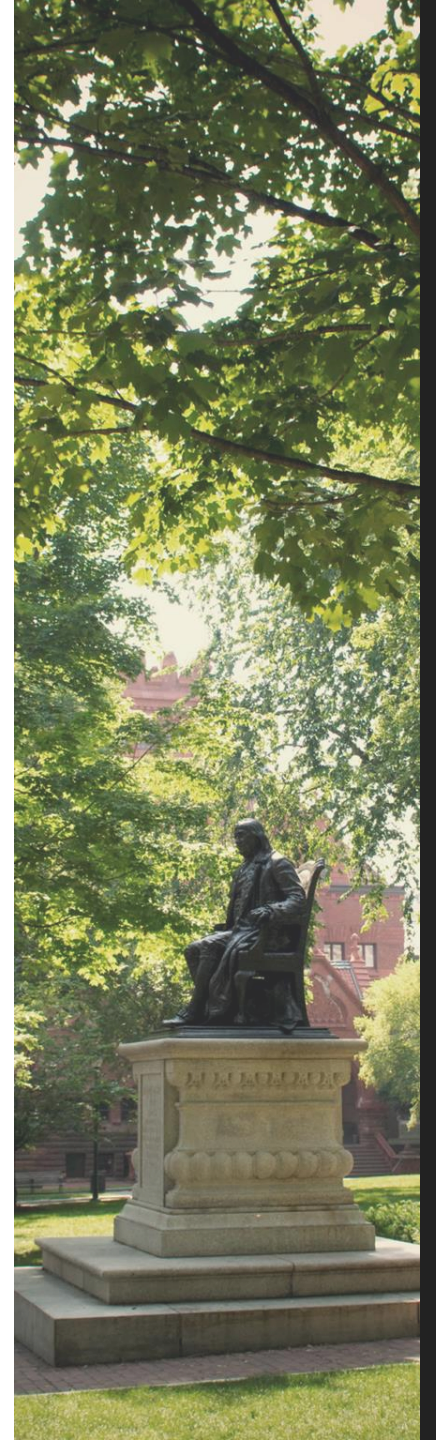
**Context:** “During my externship, a family brought in a toddler who was visibly agitated and seemed to have a fever. There was quite a wait and one of the parents who brought in the child was getting anxious.”





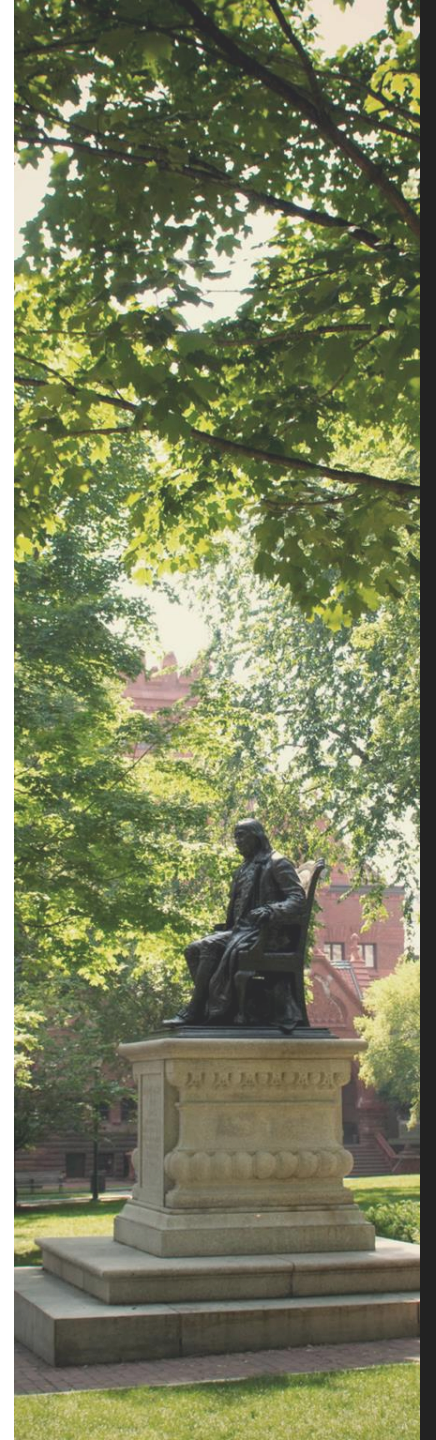
# Behavioral Questions: Example

**Action:** “I brought over some toys that I thought would cheer up the child and assured the parent that he would be seen as soon as possible. I then proceeded make conversation with the parent and ask questions about the child including his age and what he enjoyed doing.”



# Behavioral Questions: Example

**Result:** “The parent started to become a bit more relaxed, especially as I picked up on the fact that the toddler was her first child. I think that this helped the toddler to feel a bit better as well. As a result, when the parent returned with the toddler for a follow-up visit, she asked for me by name.”

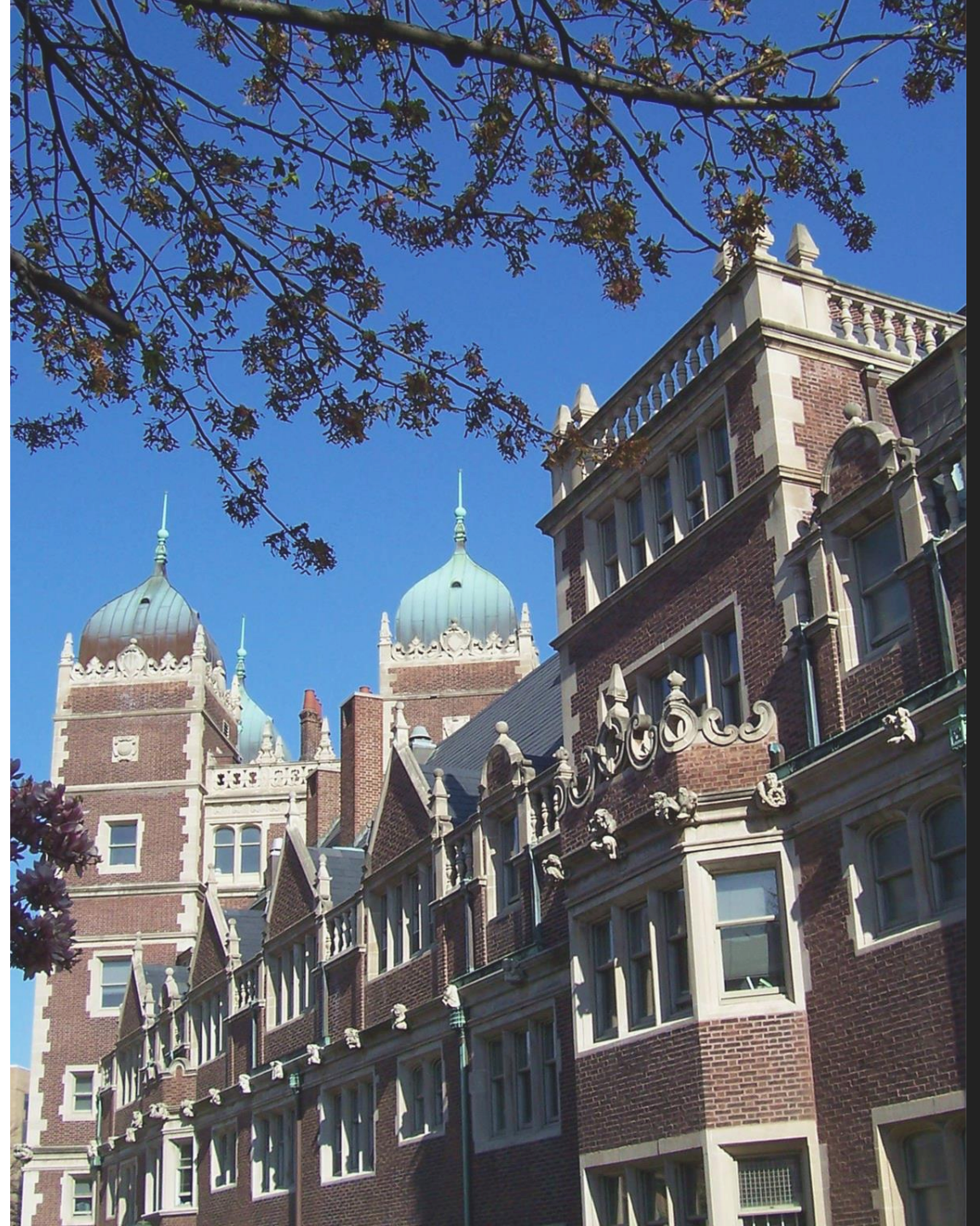




# Strengths Exercise

Visualize and describe a time when you demonstrated one of your strengths. Use the C.A.R. framework:

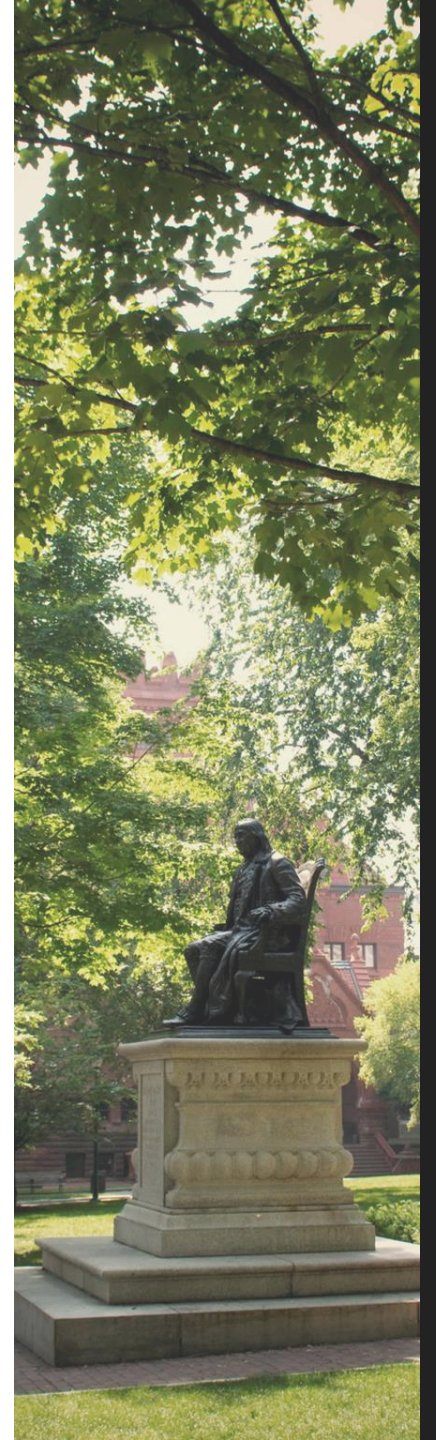
- Context
- Action
- Result





## If asked to share a weakness/mistake:

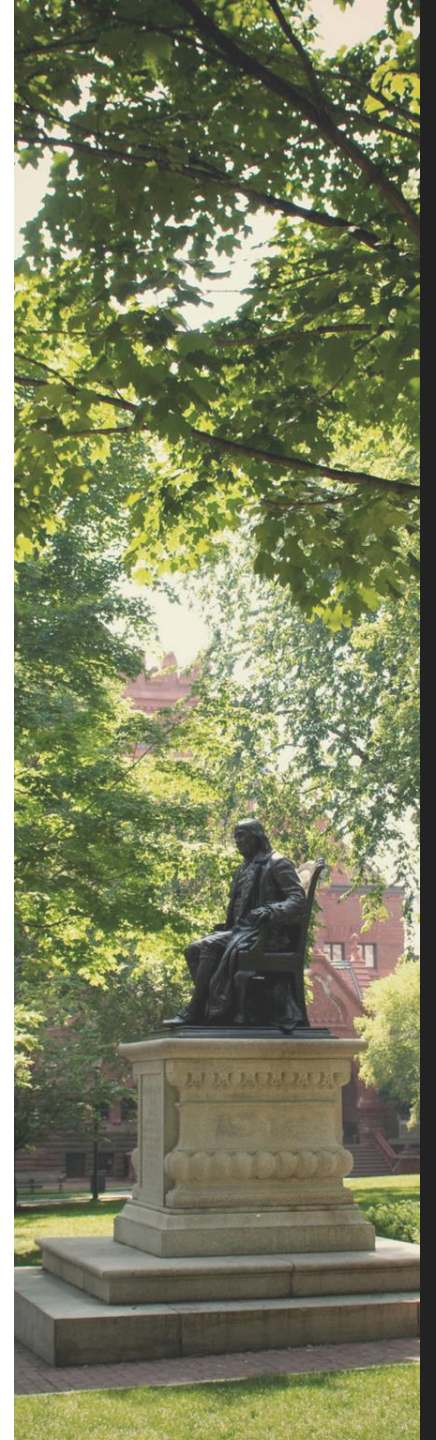
- Be genuine
- Have examples on hand that you will not get flustered discussing
- Discuss how addressing the weakness or mistake has helped you develop as a student nurse





# During the Interview

- Stay positive – don't volunteer negative information or criticize former employers, co-workers, or faculty
- Don't ask about salary and benefits
- Avoid distracting non-verbals such as fidgeting, hand wringing, poor eye contact, etc.
- Ask thoughtful questions based on your curiosity and interest.
- Inquire about next steps and time-line
- Request contact information (for future follow-up)

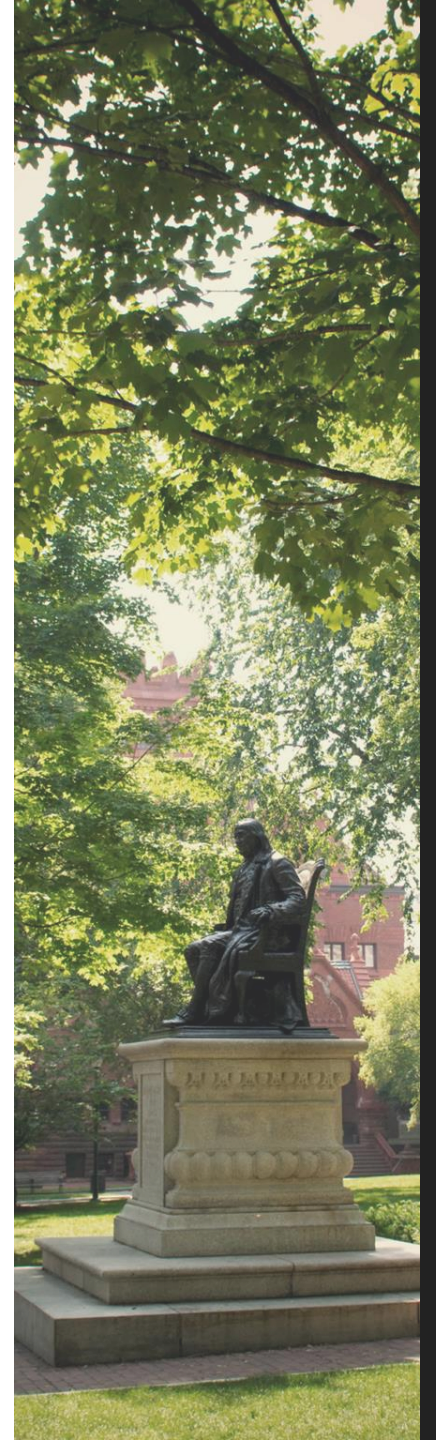




# After the Interview

Send a thank you email within 24 hours

- Thank interviewer for taking the time to interview you
- Reiterate your interest in the position (assuming you're still interested).
- Touch on any particularly notable highlights of your conversation with the interviewer.
- Touch on any qualifications that you may have neglected (or not had the opportunity) to mention.

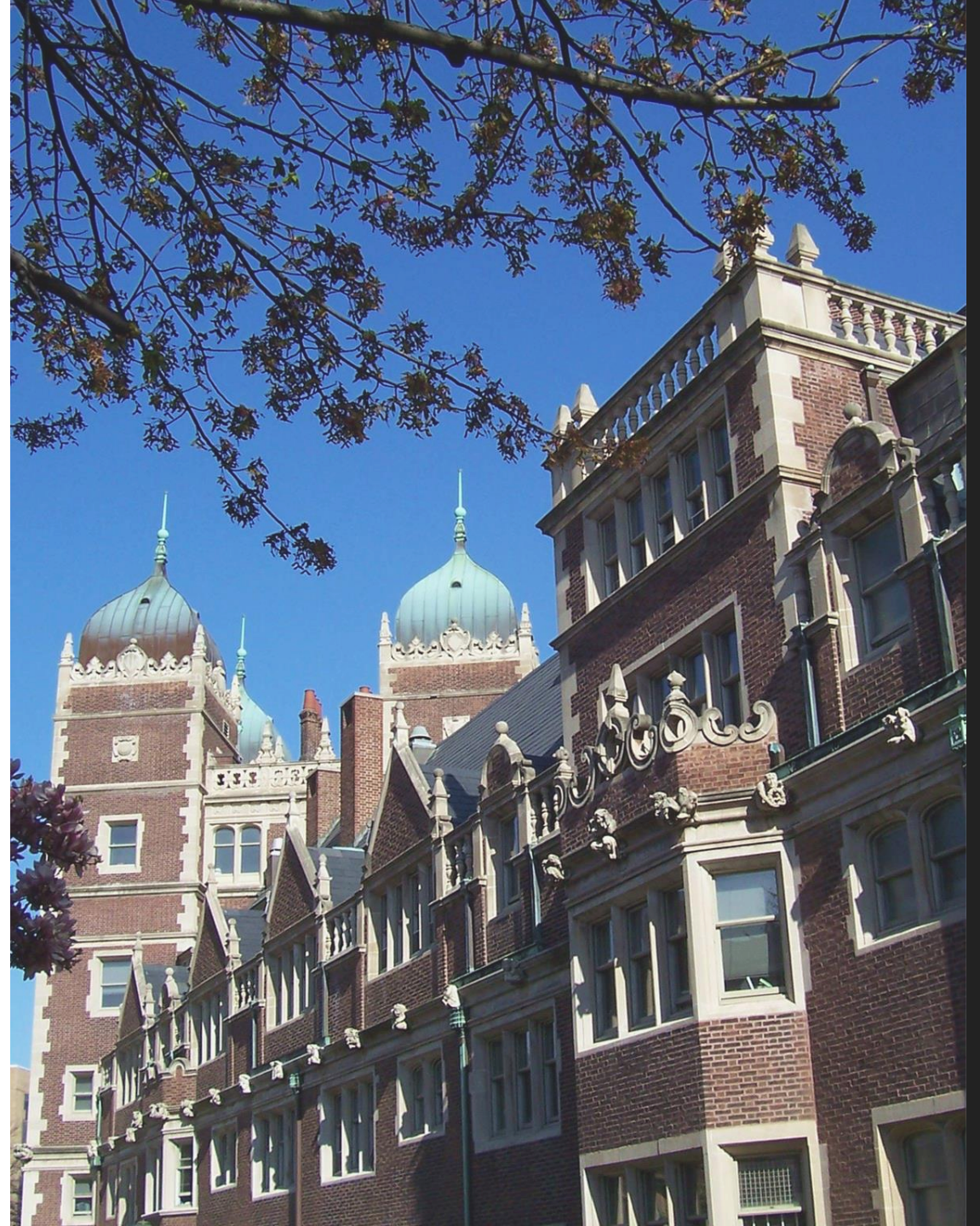




# Resources

[Interviewing – Career Services Website](#)

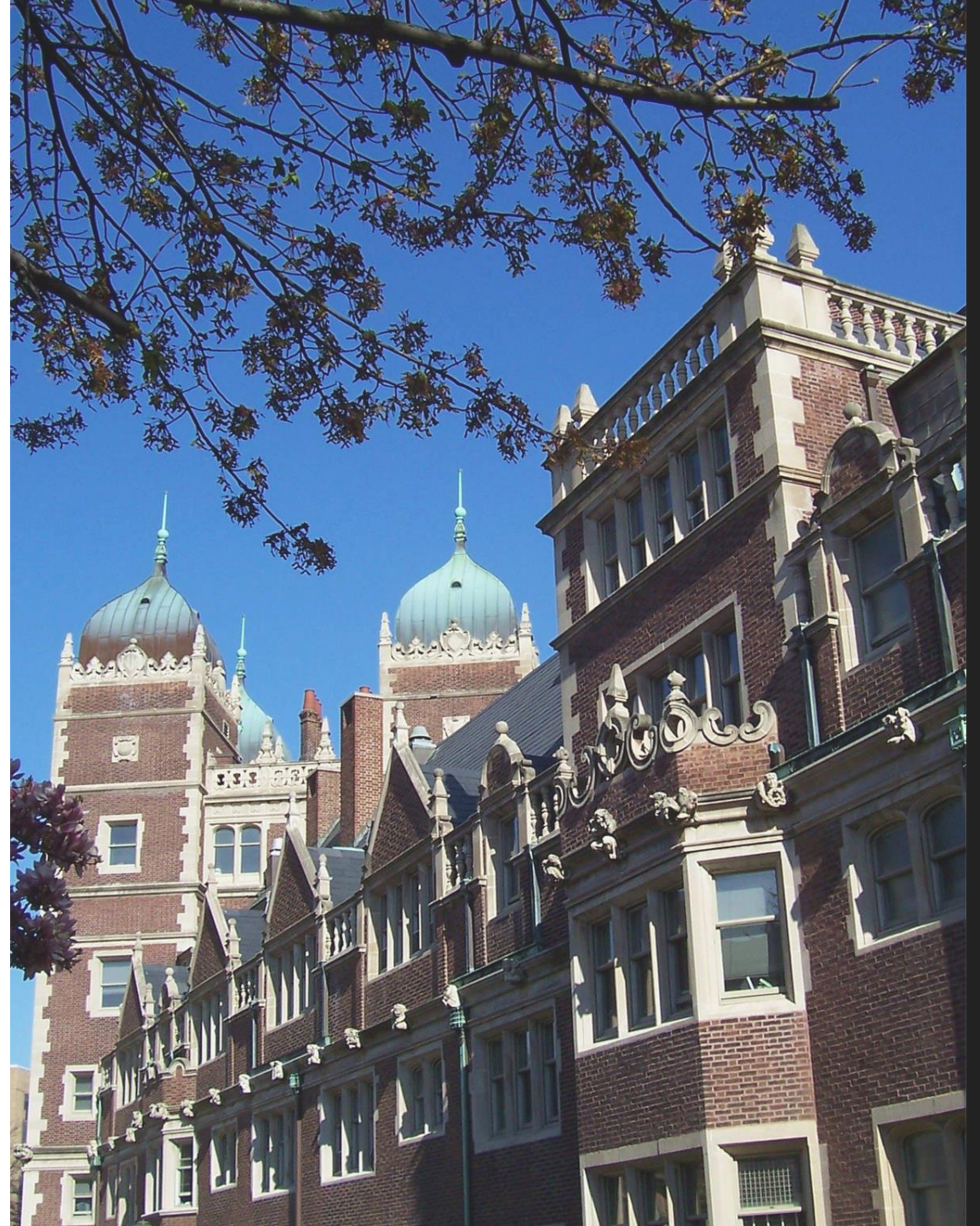
[Big Interview](#)





# How to meet with a career advisor

- Make a video, phone, or in-person appointment. Use [Handshake](#) or call 215-898-7530 during office hours (Mon-Fri 9am-5pm)
- Virtual Nursing same-day 15-minute advising available on most Mondays from 12:00-1:00pm via [Handshake](#) (space limited; slots open at 9:15am)





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Thanks!

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