

Behavioral Question 1: Why do you want to be a nurse?

Growing up, I knew I would want to be a nurse someday. I have always been passionate about caring for other people and helping them get better. To start my healthcare journey, as a senior in high school, I pursued to get my CNA license. I have been able to care for the elderly population, specifically the Alzheimer's and dementia population. I have learned so much about interacting with them, caring for them, and supporting their families, as it's challenging to see a loved one lose their abilities. I am a very compassionate person and have a great deal of patience. I have always been interested in caring for babies or children as they are a vulnerable population. I would love to improve and save the lives of infants or children, be able to comfort their families during some of the most challenging journeys of their lives and provide family-centered care. I need to be in a career where I can help make a positive difference in families' lives while also knowing I can be supportive and empathic through challenging times. With nursing, I will continuously learn new things and further my education as nursing constantly evolves. Although this career can be difficult, I'm excited to see where it takes me.

Behavioral Question 2: Tell me a time you had a difficult patient and how you overcame it?

When I was working at the hospital, I had a patient who became very upset and combative towards the nurse and toward me as the patient wanted more pain medication that she couldn't have. The patient started to slam things down on the bedside table as she was extremely frustrated that she couldn't get up and leave because she wanted more pain medication. The nurse had stepped outside the room to call someone, and I was left alone with this patient. I asked the patient her concerns on why she wanted more pain medication that she could not have for another hour or so. The patient talked to me, and I actively listened and let her voice her concerns. I remained calm in the situation and very present with the patient. I had asked if there was something I could give her, like an ice pack in the meantime, to help with the pain she was having. She agreed, and I told her I would return in a few minutes to let her calm down. I went out and talked to my nurse and told her the situation, that I would give her an ice pack, and that as soon as she could get her pain medication, the nurse would be there immediately.

Behavioral Question 3: Tell me a time when you had a conflict with a coworker and how you overcame it.

While working in memory care, I had a fellow CNA who did not want to help me, sat on her phone most of the time, and took multiple breaks. This was frustrating for me because I had 30 residents with Alzheimer's and dementia, and it was a full moon, so it was extra crazy at the time. I had asked her to help take one of the residents to the room and change her clothes as I was helping clean up for dinner. Once I was done, I went to that room to see if the resident had gone to bed and noticed that the CNA had not changed her clothes. I asked the caregiver why she didn't change the resident's clothes, and she said that she tried to but was scared to because the resident was acting very hostile, and the CNA didn't know how to act or respond in that situation. I said, well, come with me, and I will show you how to handle this situation because this must be done. So, as I was showing her what to do, she said she didn't feel comfortable being left alone with the residents. She feels she needs more training as she has just gotten off orientation but doesn't want to say anything. I told her that she could follow me and that I would help her reach out to the director of nursing to see if she could be put back on training to be more comfortable assisting residents.