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## Interview Guide for: POST ANESTHESIA CARE UNIT

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Applicant \_\_\_\_\_ Position \_\_\_\_\_

Interviewed by \_\_\_\_\_ Date \_\_\_\_\_

FORMAL EDUCATION:

ACLS:

CERTIFICATIONS:

TECHNICAL SKILLS: (spinals, epidurals, anesthesia agents)

SCALE RATING: (self, colleagues, supervisors, patient/family)

Interpersonal skills

Team player

Conflict resolution

Problem solving

Organizational skills

Confrontation

Flexibility

DESCRIBE A CLINICAL SITUATION WHERE YOU DID MORE THAN EXPECTED.

EXPERIENCE CHALLENGING MD ORDERS.

EXPERIENCE CHALLENGING DEPARTMENT POLICY/STANDARD.

WHAT PACE OF WORK DO YOU LIKE?

WHAT ANNOYS YOU?

HOW DO YOU DEAL WITH DIFFICULT PEOPLE?

WHAT CAUSES STRESS FOR YOU?

CAN YOU DESCRIBE A DIFFICULT PATIENT SITUATION YOU HANDLED WELL

- describe a difficult patient situation you did not handle well and what you learned

DESCRIBE IN YOUR OPINION THE DIFFERENCE BETWEEN ICU AND PACU PATIENTS.

DESCRIBE WHAT YOU LOOK FOR IN A NURSE MANAGER.

STRENGTHS:

WEAKNESS:

GOALS FOR THE FUTURE:

EXPERIENCE WITH COMMITTEE WORK AND SHARED GOVERNANCE:

SUMMARY OF LAST PERFORMANCE APPRAISAL:

DATE AVAILABLE:

PREFERRED POSITION:

**REMINDERS:** Variable on call, expectation to confront each other, possibly float within the division, holiday coverage, Saturday and possible other weekend coverage, self-scheduling, Pediatrics-geriatrics, ECTs, cardioversion, Renal transplants, all surgery except hearts, Thrombolytic therapy, cardioversions, CCS overflow, SDP overflow, Tower overflow, CVIR program, OSAP, participation in unit activities, One staff meeting/month. Dedicated CNS, Medical Director who is on Anesthesia staff.