

INTERVIEW PRACTICE FOR NURSING AND MIDWIFERY





WELCOME TO OUR NURSING AND MIDWIFERY INTERVIEW GUIDE!

We've put together a range of the most commonly asked questions so you know what to expect and can be prepared.

There are several types of interviews you could be asked to attend, depending on the university. The interviews are your chance to demonstrate how your skills and experience match the criteria they're looking for in nursing student candidates.

Practice answering the questions in this guide by yourself or, even better, with someone else or in a group.

PANEL INTERVIEW

Get into groups of two or three and discuss all the questions together.

Have a think about what the panel might be looking for, and come up with answers that match the criteria for a nurse or midwife.

MINI MULTIPLE INTERVIEWS (MMI)

Get into groups of two or three and take turns for one person to ask the question, one to observe and give feedback, and another to answer.

Swap over so everyone gets a chance to play each role and make sure you're sticking to five minutes per station.

INTERVIEW CRITERIA

1 REASONS FOR CHOOSING THIS CAREER

2 KNOWLEDGE AND AWARENESS OF NURSING OR CHOSEN FIELD OF NURSING

3 ABILITY TO PRIORITISE WORKLOAD

4 ABILITY TO WORK AS A TEAM

5 ABILITY TO COMMUNICATE EFFECTIVELY

6 UNDERSTANDING OF DIVERSITY

7 ABILITY TO REFLECT ON OWN LIFE SKILLS AND EXPERIENCE

8 ABILITY TO COPE EFFECTIVELY IN AN EMOTIVE SITUATION



CRITERIA 1

REASONS FOR CHOOSING THIS CAREER

- ➔ Why do you want to become a nurse or midwife?
- ➔ What are your reasons for choosing this career?

Practice your answers here

EXAMPLE

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Both my mother and father are healthcare professionals in the NHS. Growing up in this environment has meant I have seen first-hand the challenges and rewards of working in healthcare, and I greatly admire my parent's passion, dedication and commitment to their patients.

I would love to follow in their footsteps. I strive to make a positive difference in people's lives, and believe I could do this as a nurse.



CRITERIA 2

KNOWLEDGE AND UNDERSTANDING OF THE ROLE

- ➔ What challenges do you think a nurse or midwife might face, and how do you think your understanding of these will help you overcome them?
- ➔ What is your understanding of a nurse or midwife's day-to-day job?
- ➔ How do you think your skills and experience will help you to do this job?

Practice your answers here

EXAMPLE

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Having recently completed some voluntary work experience in my local care home, I have had direct experience working with patients. This has deepened my understanding of what an adult nurse does when caring for patients suffering from a variety of health conditions, ranging from minor injuries and ailments to acute and long-term illnesses and diseases.

The experience has also taught me just how important it is to use my listening and communicating skills when helping patients.



CRITERIA 3

ABILITY TO PRIORITISE OWN WORKLOAD AND TIME MANAGEMENT/ORGANISATIONAL SKILLS

- ➔ What examples can you give that demonstrate your time management and organisational skills?
- ➔ Have you been involved in any projects at school/college or in your personal life where you managed yourself and others to achieve a goal?

Practice your answers here

EXAMPLE

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I find the best way to manage my workload is through advanced planning and organising with attention to detail. I am currently studying full time and have a part time job to help fund my studies. By writing a comprehensive to do list, I can prioritise and balance my workload and ensure I remain focused and meet my deadlines.



CRITERIA 4

ABILITY TO WORK AS PART OF A TEAM

- ➔ What examples do you have of working in a team and why do you think these skills are important for a nurse or midwife?
- ➔ Try to identify how your communication skills and interpersonal skills might need to be adapted to be effective in a professional setting.

Practice your answers here

EXAMPLE

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During my recent work experience, I was able to shadow a nurse and became part of the healthcare team. It was a fantastic learning experience for me, as I was able to work with the team to provide the best possible healthcare for our patients.

In my current studies, one of my favourite modules was in communication skills. I greatly enjoyed the challenge of working within a team to plan and deliver a workshop together to the class. I really enjoy working with others for a common goal because I often find that different viewpoints can help me find solutions to a problem I might not think of on my own.



CRITERIA 5

ABILITY TO COMMUNICATE EFFECTIVELY AND INTERPERSONAL SKILLS

- ➔ Why do you think having good communication skills is important for a nurse or midwife?
- ➔ What examples can you give that demonstrate you have these skills?

Practice your answers here

EXAMPLE

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Having worked directly with patients during my work experience, I learned that addressing their concerns and making sure they felt genuinely listened to was just as important as receiving quality care. As a result, I helped to contribute towards the patient advocacy programme which is being designed to help teach other health professionals those same communication and listening skills.



CRITERIA 6

WHAT IS YOUR UNDERSTANDING OF DIVERSITY RELATED TO GENDER, RACE, CULTURE, RELIGION, SEXUAL ORIENTATION AND DISABILITY

- ➔ How do you think your understanding of diversity will help you in your approach as a nurse or midwife? Why is this important?
- ➔ Make sure that you understand and can explain the terms equality and diversity and how these ideas may need to be applied in the real world of professional practice.

Practice your answers here

EXAMPLE

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Whilst currently studying, I have been working within my class as the student representative, where I have been involved with developing and contributing towards the equality and diversity policy that is being created. This has involved creating particular focus groups, collecting data and analysing feedback, and ensuring that all diversity and equality is being fully met throughout the process and ensuring that I am able to address any issues being raised.



CRITERIA 7

AN ABILITY TO REFLECT UPON OWN EXPERIENCE AND LIFE SKILLS AND THE RELEVANCE TO THE ROLE

- ➔ Have you done any work experience or school/college projects that have helped you develop relevant skills for the role?
- ➔ Are there events in your life that you feel have prepared you for the professional roles that you are aspiring to?

Practice your answers here

EXAMPLE

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Working with some patients can present unique challenges as you're dealing with people who are used to being independent and who are now totally reliant on carers.

When I was volunteering at a hospital, there was an elderly woman who was known amongst staff to be highly challenging and argumentative. However, I was determined to provide her the best healthcare possible, and ensured I gained her trust by involving her in all aspects of her care. Rather than treating her just as a patient, I did my best to connect with her as a individual. Despite the initial challenge, it was greatly rewarding and she eventually became one of my favourite patients.



CRITERIA 8

AN ABILITY TO COPE EFFECTIVELY IN AN EMOTIVE SITUATION

- ➔ Have you ever found yourself in a highly emotive or emotionally challenging situation?
- ➔ How did you manage these feelings in yourself? These situations could be ones where you encountered anger, aggression, grief in yourself or others.

Practice your answers here

EXAMPLE

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Last year, my uncle sadly passed away from a long-term illness. I was able to support my family by helping to care for him and keep him as comfortable as possible.

This was an incredibly sad and challenging time for my family, but I was able to keep level-headed and helped wherever I could after he passed with funeral arrangements and supporting my aunt and her children. I believe what happened has strengthened my resolve to help patients and to try and make a positive difference to the families involved.

MINI MULTIPLE INTERVIEWS (MMI)

QUESTIONS	WHAT'S BEING ASSESSED?
STATION 1 Why do you think you would make a good nurse?	— Clear understanding of role and informed motivation
ANSWERS	

QUESTIONS	WHAT'S BEING ASSESSED?
STATION 2 One of the patients in your ward has a long term condition. You notice that many of your colleagues are avoiding this patient when looking after them, clearly keeping a distance from them. As a student nurse how would you deal with this?	— Respect for difference and diversity — Problem solving — Kindness and compassion
ANSWERS	

QUESTIONS	WHAT'S BEING ASSESSED?
STATION 3 Whilst working on a ward you are asked to take a patient to the toilet. As you enter the toilet you notice that a health care assistant is washing a female patient by the sink. The patient is naked from the top down. The toilet door is also open and the patient looks distressed. How do you deal with the situation?	— Advocacy — Compassion — Initiative — Team work — Problem solving — Communication and interpersonal skills — Respect and dignity
ANSWERS	

QUESTIONS	WHAT'S BEING ASSESSED?
STATION 4 When you are coming on duty one morning, you notice that a long-term colleague’s breath smells strongly of alcohol. You know that she is going through a lot of personal family issues at home. What would you do in this situation?	— Communication and interpersonal skills — Honesty and Integrity — Initiative — Team work — Problem solving — Compassion — Need to discuss patient safety, professionalism
ANSWERS	

QUESTIONS	WHAT'S BEING ASSESSED?
STATION 5 On a warm July day, you go to the supermarket and notice an elderly person wandering around the store in their pyjamas, staring at the food but not buying anything. What would you do in this situation?	— Communication and interpersonal skills — Respect and Dignity — Advocacy — Compassion — Initiative — Team work — Problem solving
ANSWERS	

FINALLY, DO YOU HAVE ANY QUESTIONS FOR THE PANEL?

IF YOU GET ASKED THIS IN YOUR INTERVIEW, THEN SAY YES, YES YOU DO!

Having a question can demonstrate your genuine interest in becoming a healthcare student. It's best to have a think about those questions before you attend your interviews, here are some ideas:

- What's the student nurse to patient ratio?
- How is a typical day structured when you're on placement?
- Do you have mentors at the university?
- Will I have a mentor when I am on placement?
- Do you have a particular reading list that may help to prepare you for starting university?

TOP TIPS

- ➔ **PASSION:**
Demonstrate it! Why do you want to study the subject?
- ➔ **THE POLITICAL LANDSCAPE:**
Show off your knowledge of new policies which might affect changes to the NHS.
- ➔ **HOMEWORK:**
Make lists of everything each university is looking for in their students – this can help shape your interview answers.
- ➔ **RESEARCH:**
Make sure you attend virtual open days, taster days, attend subject specific workshops - ask questions and take notes.
- ➔ **READ:**
Get to know the main nursing or midwifery journals such as Nursing Times, British Journal or Midwifery or the Practising Midwife.



➔ DON'T FORGET...

It doesn't matter if you don't have healthcare experience that exactly matches the role you'll be studying for.

These interviews are designed for you to showcase how your past experiences have given you the relevant skills to become a healthcare student. The panel are interested in your skills and potential, so make sure this comes across!

For further tips, support and advice, head to:

[mdx.ac.uk/study with-us/information-for-schools](https://mdx.ac.uk/study-with-us/information-for-schools)

mdx.ac.uk



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