Learning How to Interview For a Professional Role

Cynthia M. Thomas EdD, RNC
Constance E. McIntosh EdD, RNC
Ruthie LaMar DNP, RNC
Roberta Allen MA, RNC

There are no financial conflicts of interest.

Transitioning to the Role

• New registered nurses are at risk for failing to acclimate to the professional role.
• 30-60% of new registered nurses end their initial position within the first year of practice.
• Quality of care and nurse retention decreases and lower job satisfaction increases.

Partnering for Success

• The Beta Rho Chapter partnered with The Ball State University Office of Community Engagement to host a one day interview workshop for senior pre-licensure BSN nursing students.
• Eight pre-licensure BSN nursing students actively participated in the workshop.

The Right Nurse For the Right Organization

• Starts with the professional interview
• Develop interview skills
• Dress for success
• Act the part
• Know your clinical expertise and areas for improvement
• Hiring the right nurse for the position may improve nurse retention

Interview Workshop

The purpose of the interview workshop was to:
• Provide employment resources
• Define the job search process
• Provide resume writing tips
• Define finding the right job
• Develop interviewing strategies
• Understand the importance of being a leader

Outcomes

• Participants received one-on-one resume building.
• Participants learned about stiff competition among applicants.
• Participants received tips on how to stand out among other RNs up for the same position.
• Participants learned how to complete a successful job search.
• Participants practiced the 10 specific interview strategies.

References


Thomas, C. M., McIntosh, C. E., & Menisk, J. S. (2016). A nurse’s step by step guide to transitioning to the professional nurse role. Sigma Theta Tau International Honor Society. Indianapolis, Indiana 46202

Twibell, R., Johnson, D., & Kidd, M. (2012). Tripping over the welcome map: Why new nurses don’t stay and what the evidence says we can do about it. American Nurse Today. 7(6).