

Questions to Ask During Your Hospital Interview

TNAA has compiled this list of helpful questions for healthcare travelers to ask during their interviews. You can download or print this document for later use. You aren't expected to ask all of these questions in an interview. Rather, this document serves as a resource to ensure you get the information that is most important to you and your assignment.

Most Important

Get your interviewer's contact information, so you can send a follow-up email detailing what you both discussed.

First Day

1. Confirm your start date.
2. Confirm your shift.
 - a. Is this a rotating shift or will it be the same for the entire assignment?
3. Confirm your first-day contact.
4. When will I be provided with first-day information?

Orientation

1. What is the length and type of orientation, both for the facility and for the unit?
2. Is there any testing?
 - a. If so, is there a study guide?
 - b. Will the testing come before, after, or during the orientation?
3. If I'm floated to another unit, can I take a shift or receive orientation on the unit?

Hospital

1. How many beds are in the facility?
2. How many beds are on the unit?
3. How many travelers do you have?
4. What are the uniform colors?

Unit

1. What are the biggest struggles and challenges in the unit?
2. What is the patient population like in the unit?
3. What is the typical nurse-to-patient ratio?
4. What is the maximum nurse-to-patient ratio allowed?
5. What charting system is used?
Tip: *If you get an orientation to the charting system, get as much hands-on experience as you can with the preceptor there to answer any questions. If you don't get an orientation, search online for videos to familiarize yourself with the system.*
6. What resources are available on this unit to support nurses?
7. How often do your nurses float and what units would I be expected to float to?
8. What do I do if I'm floated to a unit where I'm not comfortable?

Scheduling

1. What are your scheduling methods?
2. Are self-scheduling and block scheduling allowed?
3. What is your scheduling like for weekends and holidays?
4. How far in advance is the schedule available?
5. What is your overtime policy?
6. Is taking call required? If so, how often?
7. Schedule your time off in advance.
Tip: *Make sure your time off is included in your contract. This will provide easy verification that it is approved.*