Candidate Interview of Jane Simmons

Learner Type	New Graduate

Availability	Available from 11/1 for transfer from in-patient

Interview Date	Saturday, March 29th 2025

Did this Candidate have a Peer Interview?	Yes

Interview Questions	Question 1: Does this candidate exhibit a desire to learn? Answer: Jane reports being excited by the variety of patient types they will encounter in the Emergency Department but voiced concern about caring for behavioral health patients Question 2: What learning needs would be required to help this candidate be successful? Answer: Jane seemed to have a strong personality and would need a preceptor who could challenge pre-exisiting bias from their experience on the floor and to help her practice with good clinical judgement. She will need 16-20 wks with preceptor, simulation, ACLS, PALS, ENCP, TNCC. Question 3: Would this candate benefit from participating in simulation? Answer: yes, particularly simulation 1 : Initial Patient Care / Bias Comments : Concerned that her previous experience as a tech has created bias and that in her role as a nurse she will need to be able to identify her bias and ensure that she is completing care without bias. Should she present herself differently on the floor while shadowing she could be successful

Peer Interview Recommendation	Will consider with some reservation (please specify)

Did this Candidate Job Shadow?	Yes

Job Shadow Questions	Question 1: Was this candidate engaged and comfortable in the Emergency Department? Answer: She seemed too concerned about frequent fliers and how to identify them and make sure they didn`t get too comfortable  Comments : Doesn`t seem to be a good fit in out culture

Job Shadow Recommendation	No

Interview Panel	Elizabeth Johnson, Zach Norman, Sarah Whitman