

## **10 Questions to Explore Empathy and Compassion in an Interview**

Below is a sample list of behavioral, situational, and demonstrative interview questions and activities to add to your structured interview process.

1. You told me you enjoy helping people. How can you tell when someone needs help? Tell me the steps you go through to provide comfort.
2. If you weren't a healthcare provider, what other type of job would you be interested in?
3. Describe something you have learned from caring for or helping others.
4. What is one thing you wished others knew about you, but don't?
5. If you could share one thing with someone who is interested in a job that requires helping people, what would it be?
6. Tell me how you know you have connected with another person you are helping or caring for.
7. One of your patients has requested assisted with her call bell three times in the last thirty minutes. None of the requests were urgent and one was an error. She calls again. What do you do?
8. Your teammate asks for assistance in turning a patient but you have not started your care with your patients. She is always asking for help and seems to never return the favor. What do you do?
9. Demonstrate to me how you would bring water (or deliver a tray) to a patient who can verbally communicate with you.
10. Demonstrate to me how you would comfort someone who is unable to speak.

