

## Pathway to Excellence ® Sample Interview Questions

Sample interview questions:	Question rationale:
<ul style="list-style-type: none"> <li>• Has your organization achieved Pathway to Excellence designated or is it on the Pathway to Excellence journey?</li> <li>• If not, how does your organization support creating and sustaining a positive practice environment?</li> </ul>	Identifies whether the organization is committed to creating and sustaining a positive practice environment
<ul style="list-style-type: none"> <li>• How would you describe the culture of your unit/organization?</li> </ul>	Reflects whether the organization fosters a collaborative atmosphere, the values the organization aspires to, how those values are implemented at the unit level, and leadership support of professional behaviors
<ul style="list-style-type: none"> <li>• What is the onboarding process for a new hire?</li> <li>• How does your organization support new employees?</li> <li>• If a nurse needs additional help after orientation, what support is available?</li> </ul>	Shows the organization's investment in transitioning and preparing new hires
<ul style="list-style-type: none"> <li>• Which hospital committees are direct care nurses invited to attend?</li> </ul>	Reflects the organization's transparency and support of shared decision-making
<ul style="list-style-type: none"> <li>• What are the biggest challenges your nurses face daily?</li> <li>• How has the leadership team helped them overcome these challenges?</li> </ul>	Showcases leadership support of nurses
<ul style="list-style-type: none"> <li>• What is your organization's retention rate for new graduate nurses and employees?</li> <li>• What is the current vacancy rate?</li> <li>• What are some reasons that nurses have left?</li> </ul>	Flags high turnover and large numbers of openings (knowing the reasons for turnover and whether they're related to the practice environment may help you decide whether this is the right organization for you)
<ul style="list-style-type: none"> <li>• What have been your most notable successes and failures during the past year?</li> </ul>	Reflects how nurses are recognized for their contributions to the organization's successes and how the organization reacts to failures
<ul style="list-style-type: none"> <li>• What programs or support services does the organization have in place to support nurse wellbeing?</li> </ul>	Reflects the organization's commitment to safeguarding clinician wellbeing