



**Home Telehealth Special Interest Group
Home Telehealth Nurse
Performance-based Interview**

SUMMARY SHEET

(agency name)

Date: _____ Applicant: _____

Interviewers Signatures:

Scores:

[____]

[____]

[____]

[____]

Total Points: [____]

Comments:



**Home Telehealth Special Interest Group
Home Telehealth Nurse
Performance-based Interview**

SCORING SHEET

(agency name)

Date: _____ Applicant: _____

Interviewer Name (print): _____

Signature: _____ Score: [_____]

Comments:

SCORING GUIDELINES

Score each question as -1, 0, 1, or 2 by checking the appropriate column; according to the following criteria:

- (-1) Any response that the interviewer feels is incorrect, or does not properly address the question.
- (0) Any response that is neutral, being neither correct nor incorrect.
- (1) A correct response that covers some but not all key points.
- (2) A response that covers all key points of the question.

Questions/Situations	Key Points	Scores			
		Y the appropriate box			
		-1	0	+1	+2
1. What skills do you have that would be an asset for leading a home telehealth program such as this one?	<ul style="list-style-type: none"> •Self-awareness •Confidence •Experience vs. enthusiasm 				
2. How will you integrate the nursing process with technology? What potential barriers do you see the technology creating within the nursing process?	<ul style="list-style-type: none"> •Technical skills •Positive attitude 				
3. How will you alter your practice to ensure a therapeutic relationship with your patients using telehealth?	<ul style="list-style-type: none"> •Systems thinking •Communication 				
4. Communication is a vital component of this role. Describe what specific skills you have that make you an effective communicator.	<ul style="list-style-type: none"> •Verbal & writing skills •Team building skills 				
5. Using telehealth may create resistance on the part of other staff and physicians. Explain to us as if we were your co-workers why using this type of technology will be beneficial to our patients.	<ul style="list-style-type: none"> •Problem-solving skills •Negotiation skills •Communication skills •Leadership skills 				
PAGE SCORE:					

Questions/Situations	Key Points	Scores			
		Y the appropriate box			
		-1	0	+1	+2
6. How does the work you are currently doing affect your organization's ability to meet its mission and goals? Do you think your work is important? If yes why? If no, why not?	<ul style="list-style-type: none"> •Organizational stewardship •Systems Thinking •Leadership skills 				
7. You have to market your telehealth program to a physician practice. Please do a brief marketing sell to us as the physician group on the benefits of home telehealth?	<ul style="list-style-type: none"> •Interpersonal skills •Communication skills •Leadership skills 				
8. Give an example of when you have come up with an idea that represented "thinking out of the box?" How were your ideas received by others? What became of your idea?	<ul style="list-style-type: none"> •Communication skills •Teamwork skills •Leadership skills 				
9. In your current position how do you personally contribute to making it a team-environment?	<ul style="list-style-type: none"> •Customer Service •Teamwork skills •Negotiation skills 				
10. Describe a time when you received negative feedback from your supervisor or co-worker and turned it into something positive.	<ul style="list-style-type: none"> •Problem-solving skills •Flexibility •Adaptability •Positive attitude 				
PAGE SCORE:					

Questions/Situations	Key Points	Scores			
		-1	0	+1	+2
11. Another co-worker is constantly challenging you and arguing with you over patient care and the use of telehealth. Explain how you would resolve this conflict.	<ul style="list-style-type: none"> •Conflict resolution skills •Negotiation skills •Problem-solving skills 				
12. This role often means handling many tasks at the same time. How do you prioritize your workload?	<ul style="list-style-type: none"> •Adaptability •Flexibility •Personal mastery 				
13. Give us an example of some patient populations you think might benefit from home telehealth and why.	<ul style="list-style-type: none"> •Clinical assessment skills •Nursing process skills 				
14. Compare what you know about the job you are interviewing for with your own knowledge and skills. What areas of development do you feel you will need to be successful in this position?	<ul style="list-style-type: none"> •Self-awareness •Experience •Self-motivation •Goal-setting 				
15. Tell us specifically what you have done to create an atmosphere of trust and empowerment within your influence. What results have you seen from your efforts?	<ul style="list-style-type: none"> •Teamwork skills •Communication •Ethics 				
Add the page totals, and write this total on the cover page. TOTAL SCORE:					