RN TRANSITION TO PRACTICE · INTERVIEW PREPARATION

Build one honest STAR answer

Question to practice: _____

Example from: ☐ Clinical rotation ☐ Capstone ☐ Work ☐ School / volunteering

S · Situation: what was happening?

Set the scene in one sentence. Leave out patient and organization identifiers.

T · Task: what was your responsibility?

Name your actual role, supervision, and the concern or goal.

A · Action: what did you do?

Explain your reasoning, who you involved, and how you stayed within your role.

R · Result and reflection: what changed, and what did you learn?

Describe only what you know happened. Name feedback and your next step.

Check before you practice aloud

- ☐ True example, with my student or employee role stated accurately.
- ☐ My actions are clear, including when I asked for help.
- ☐ Safety, teamwork, and openness to feedback are visible.
- ☐ No invented result, patient identifiers, or claim of independent RN practice.

One question to ask the interviewer

Consider supervised shifts, preceptor preparation, feedback, or ongoing support.

Use STAR for a real past experience. For a hypothetical clinical question, explain your reasoning, limits, and route for help rather than inventing a story. This is a preparation aid, not a validated hiring rubric or clinical protocol. Adapt the prompts to the employer's question.

Julia Kiss, EdD, MSN, RN, NPD-BC, CNE · November 2026
RNTransitionToPractice.com/blog/new-grad-nurse-interview-questions