



How to Prepare Interviews and Develop Career in Nursing

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Abstract

Preparing for nursing interviews and developing a successful nursing career require strategic planning and dedication. This involves researching potential employers, practicing common interview questions, and building a strong professional network. Additionally, pursuing ongoing education, certifications, and leadership opportunities can help nurses advance their careers. By focusing on clinical expertise, communication, critical thinking, and empathy, nurses can provide high-quality patient care and achieve professional growth. This guide provides tips and strategies for nurses to prepare for interviews, develop their careers, and succeed in the dynamic healthcare industry.

Keywords: Nursing interviews, career development, nursing profession, update your resume, develop your communication skills, patient care, adaptability, practice nursing interview, research the facility and position, collaboration.

Introduction

Knowledge of the profession's history increases the nurse's awareness and promotes an understanding of the social and intellectual origins of the discipline. From its earliest history nursing was a form of community service to protect and preserve the family. Historically men and women help the role of nurse. In prehistoric period, women were responsible for gathering herbs, roots and plants that were used to heal the sick.

To excel in nursing interviews and advance your career, focus on building a strong foundation in clinical expertise, communication, and critical thinking. To excel in nursing interviews and advance your career, focus on building a strong foundation in clinical expertise, communication, and critical thinking. To excel in nursing interviews and advance your career, focus on building a strong foundation in clinical expertise, communication, and critical thinking. As a nursing professional, preparing for interviews and developing your career requires a strategic approach. This involves showcasing your clinical skills, experience, and passion for patient care while staying updated with industry advancements. By focusing on key areas such as interview preparation, professional development, and networking, you can position yourself for success in the competitive nursing field.

Definition

i). **Profession:** "A profession has theoretical body of knowledge leading to defined skilled, abilities and norms". According to 'Esther Brown'

- ii). "They said although nursing has been called a profession for many year, an assessment of characteristics of a profession indicates that it should more accurately be considered as "emerging profession". According to Freidson, 1994; Miller, Adams And Beck, 1993.
- iii). "A profession is "a paid occupation, especially one that involves prolonged training and a formal qualification." According to 'Oxford Dictionary'
- iv). **Nursing:** "Nursing is the protection, promotion and optimization of health and abilities; prevention of illness and injury; alleviation of suffering through the diagnosis and treatment of human responses; and advocacy in health care for individual, families, communities, and populations". According to 'American Nurses Association'
- v). **Nursing Profession:** "The process by which this book of knowledge, nursing science, is used for the purpose of assisting human beings to achieve maximum health within the potential of each person". According to 'Martha Rogers', 1988

Qualities and Characteristics of Professional Nurse

- i). **Critical Thinking:** good presence of mind is crucial in the nursing profession. In any critical condition or medical emergency, if the doctor is not there, then the nurse should not get confused. He/She should be confident enough to take the correct decisions.
- ii). **Compassion:** Kindness and empathy are the qualities that every nurse should possess. The nurse should be

calm and kind to the patients, even if they are aggressive. The nurse should understand the pains and suffering of patients.

- iii). **Effective Communication:** Clearly and respectfully communicating with patients, families, and healthcare teams.
- iv). **Adaptability:** Being flexible and responsive to changing patient needs and healthcare environments.
- v). **Collaboration:** Working effectively with interdisciplinary teams to provide comprehensive care.

Approaches to Job Analysis

In analyzing the job the nurse manager should prepare a matrix as depicted in Figure 1.1. SHE should investigate exactly what the nurse employee does in a particular job, how much knowledge, skills, ability is required for her to do it, whether she does it individually or as a member of team.

- i). **Duties and Tasks:** The basic unit of a job is the performance of specific tasks and duties. Information should be collected about these items may include: frequency, duration, effort, skill, complexity, equipment articles, monitors, standards, etc.
- ii). **Work Environment:** It is very important for the nurse to perform a job. The work environment may include unpleasant conditions such as offensive odors and temperature extremes. There may also be definite risks

to the incumbent such as noxious fumes radioactive substances, hostile and aggressive people, dangerous explosives.

- iii). **Equipment, Articles, and Monitors:** Some duties and tasks are performed using specific equipment, articles and monitors. Equipment may include protective clothing these items need to be specified in a Job Analysis.
- iv). **Interpersonal Communication:** How the nurse interact with the patient, family members, team members that is important.
- v). **Competencies:** The knowledge, skills, and abilities (KSA's) required performing the job. While an incumbent may have higher KSA's than those required for the job, a job analysis typically only states the minimum requirements to perform the job.
- vi). **Physical Characteristic:** The physical attributes of nurse employees must have in order to perform job duties; unaided or with the assistance of a reasonable accommodation.
- vii). **Credentials and Experience:** The minimal acceptable level of education, experience, and certifications necessary for employment.
- viii). **Other Characteristics:** Duties, knowledge, skills, and abilities that do not have a logical place in the job description.

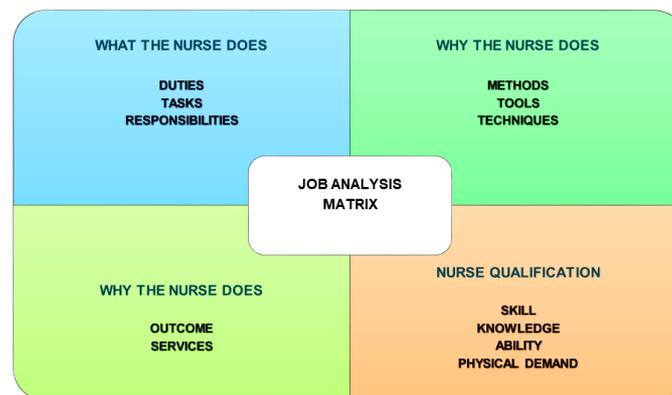


Fig 1: Job analysis matrix

Scope of Nursing

School Nurse: A school nurse provides care to students within a school or district. This could include diagnosing illnesses, treating minimal injuries, and assisting with other medical concerns that don't require further action.

Public Health Nurse: A public health nurse focuses on improving the overall health of their communities and surrounding areas. They do this by offering various services, like disability, illness, and injury prevention, as well as health programs and best practices. Unlike other nursing roles, public health nurses work alongside lawmakers in local, state, and federal governments to advocate for better health policies globally. They can work in many settings, including:

- Hospitals
- Clinics
- Government agencies
- Nonprofit organizations
- Community health centers

Registered Nurse: RNs set up plans for nursing care and deliver medical attention, including assessing patients, administering medications, assisting in diagnostic testing, and providing emotional support to patients and their families.

This role is one of the most diverse nursing jobs, allowing professionals to work in:

- Hospitals
- Doctor's offices
- Nursing homes
- Prisons
- Long-term care facilities
- Homes

Home Care Nurse: A home care nurse works closely with individuals in a nontraditional setting, providing them with nursing care, like assessing health conditions, planning treatment, and managing medications. Often, patients are elderly, critically ill, or have serious health conditions or impairments that require them to need at-home services. A home health nurse's main role is to partner with patients to ensure their home is safe and comfortable for the best health and recovery or maintenance results.

Nursing Directors: Nursing directors—also referred to as directors of nursing—are in charge of leading nursing operations and staff members. It's their responsibility to oversee healthcare facilities, ensuring there are smooth processes and smart decisions made within medical

departments. While a nurse manager generally interacts closely with nursing staff, directors of nursing don't have as much contact with employees. Oftentimes, nursing managers directly report to directors, keeping them informed on important information and internal details.

Nurse Educator

A nurse educator's primary role is to teach prospective nursing professionals clinical skills, patient care methods, and best collaboration practices. On top of that, they develop education programs, facilitate training, and provide educational resources to staff members.

Intensive Care Nurse

An intensive care or critical care nurse works with patients with life-threatening illnesses or conditions. It's their role to respond to emergencies, care for people in recovery in an intensive care unit, conduct full-body assessments, and deliver emotional support to patients and their families or caregivers. They work mainly in hospitals and healthcare centers with intensive care units, and they partner with doctors, radiologists, therapists, and other medical professionals to guide patients in their healing journey.

Psychiatric Nurse Practitioner

A psychiatric nurse practitioner helps diagnose and treat patients who deal with mental illnesses or disabilities. They aid in medication management and provide education for patients and loved ones on mental health conditions and best practices.

Nurse Practitioner

A nurse practitioner (NP) is a nurse who has advanced education and training in the field. Their responsibilities include examining patients, diagnosing health problems, analyzing test results, and administering medicine. They work in several medical settings, like hospitals, physicians' offices, and clinics. To be in this role, workers must have an MSN or another master's degree in a specialty role.

Travel Nurse

A travel nurse works in a similar role to a registered nurse. However, they respond to a healthcare facility's nursing shortages and complete temporary assignments around the country—or even throughout different parts of the world. Typically they work closely with physicians and medical teams to design treatment plans and care for patients. Their assignments can last any length of time but are often about 13 weeks long.

Clinical Nurse Specialist

A clinical nurse specialist is an advanced practice registered nurse with extra training to provide clinical specialty expertise. Their job includes improving patient care plans by working with social workers and providing bedside care to patients. They also diagnose, prescribe, and treat patients and specialty populations across the continuum of care.

Pediatric Nurse Practitioner

A pediatric nurse practitioner addresses all primary care concerns for children from birth to adolescence. They diagnose and treat illnesses and manage the side effects of potential conditions. Generally, pediatric nurses practice in a physician's office or a clinic, giving helpful advice to caregivers or family members to improve children's long-

term health.

Neonatal Nurse Practitioner

A neonatal nurse practitioner is an advanced type of registered nurse who works closely with infants in their first month of life. They provide primary, acute, chronic, and critical care to patients. For babies born prematurely, a neonatal intensive care nurse steps in.

Oncology Nurse

An oncology nurse is a specialized medical worker who cares for cancer patients or those at risk of developing the disease. Their responsibilities include providing for patients who are undergoing treatment for cancer, administering medication, and closely monitoring patient conditions. They also deliver emotional support and companionship to their patients. The median salary oncology, per Indeed. To enter this career, professionals must hold a BSN.

Labor and Delivery Nurse

Those who work as labor and delivery nurses or obstetric nurses are responsible for assisting mothers through labor and delivery, performing cognitive tests on newborn babies, and helping parents select care plans. They consult with patients during prenatal visits, monitor the babies' heartbeat and mother's contractions during labor, and perform tests on newborns.

Certified Registered Nurse Anesthetist

A certified registered nurse anesthetist is an advanced practice registered nurse who can deliver anesthesia and pain management services like epidurals and nerve blocks. They work in hospitals, doctors' clinics, and long-term care facilities alongside surgeons, anesthesiologists, podiatrists, dentists, and other healthcare specialists to stabilize and monitor patient pain during operations and recovery.

Conclusion

In conclusion, preparing for interviews and developing a successful career in nursing requires dedication, hard work, and strategic planning. By focusing on building strong communication skills, staying up-to-date with industry developments, and cultivating a growth mindset, nursing professionals can position themselves for success. Whether you're just starting your nursing journey or looking to advance your career, the tips and strategies outlined in this article can help you navigate the path to achieving your goals and becoming a confident, competent, and compassionate nursing professional.

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