

Interview Preparation for the Trainee Nursing Associate

What are the interview panel looking for?

- That you understand the aim, purpose and requirements of the role and the course
- That you have the skills attributes and qualities necessary to perform the role and complete the demands of the course
 - clear and effective communication
 - good decision making
 - teamwork
 - adaptability
- That you are aware of the challenges of the course
- That you understand once qualified, the role is registered by the nursing and midwifery council
- Most importantly, that you have the personal values required of a nurse

Useful reading

[Introducing the 6 Cs](#)

[NMC – Nursing Associates](#)

[Freedom to speak up](#)


Watch:

There are useful videos that support with application and interview preparation for example:

[Interview Tips for a Trainee Nursing Associate Apprenticeship - YouTube](#)

The NHS Constitution

The values that inspire passion in the NHS



Working together for patients.
Patients come first in everything we do. We fully involve patients, staff, families, carers, communities, and professionals inside and outside the NHS. We put the needs of patients and communities before organisational boundaries. We speak up when things go wrong.


Compassion.
'We ensure that compassion is central to the care we provide and respond with humanity and kindness to each person's pain, distress, anxiety or need. We search for the things we can do, however small, to give comfort and relieve suffering. We find time for patients, their families and carers, as well as those we work alongside. We do not wait to be asked, because we care.'

Improving lives.
'We strive to improve health and wellbeing and people's experiences of the NHS. We cherish excellence and professionalism wherever we find it – in the everyday things that make people's lives better as much as in clinical practice, service improvements and innovation. We recognise that all have a part to play in making ourselves, patients and our communities healthier.'

Everyone counts.
'We maximise our resources for the benefit of the whole community, and make sure nobody is excluded, discriminated against or left behind. We accept that some people need more help, that difficult decisions have to be taken – and that when we waste resources we waste opportunities for others.'

Respect and dignity.
'We value every person – whether patient, their families or carers, or staff – as an individual, respect their aspirations and commitments in life, and seek to understand their priorities, needs, abilities and limits. We take what others have to say seriously. We are honest and open about our point of view and what we can and cannot do.'

Commitment to quality of care.
'We earn the trust placed in us by insisting on quality and striving to get the basics of quality of care – safety, effectiveness and patient experience – right every time. We encourage and welcome feedback from patients, families, carers, staff and the public. We use this to improve the care we provide and build on our successes.'



Example questions

- Tell us about yourself, what previous experience do you have and why do you want to become a nursing associate?
- What are the personal values you will bring to the profession, how you have seen or used these within your current practice?
- The nursing associate role is new to primary care – how will you champion the role and help it be understood in your Practice, Primary Care Network and across the Integrated Care Board?
- How will you prepare for the academic and practice demands of the course?
- What is your understanding of the role?

To answer this question you'll need to have read the job description and person specification thoroughly:

- Look at the job purpose or aim, and the duties and responsibilities you'd be required to carry out.
- Work out how your role would fit within the organisation, and the impact it has on any other teams or services.
- What are the most important skills and attributes needed to perform this role successfully?

What employers are looking for:

- That you understand the aim, purpose and requirements of the role
- Whether you've researched the role properly
- Whether you have the skills, attributes and qualities necessary to perform this role
- That you are aware of any challenges, limitations or expectations involved

Scenario questions

- Can you give me an example of when you have been caring? What was this like for you?
- What would you do if a senior colleague told you to do something you're weren't trained to do?
- What would you do if you overheard a senior colleague making inappropriate comments to a patient.
- What would you do if you witnessed a nurse administering an incorrect drug?

With questions like this, employers will want to know that you have common sense, good judgement, and that patient safety and wellbeing are your priorities.

They may also look to see whether you encompass the 6Cs, (Care, Compassion, Competence, Communication, Courage, Commitment.) or their own organisational values where applicable.

What employers are looking for:

- An assessment of the situation
- That appropriate action was taken
- Whether procedures, policies, guidelines or codes of practice were adhered to
- Appropriate communication
- Record keeping
- Evaluation and learning

Further resources

[Sample interview questions for nurses and HCAs](#) | [Careers resources](#) | [Royal College of Nursing \(rcn.org.uk\)](#)