



**Interview Confidence Course  
Practice Interview Questions**

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### Common introductory questions:

1. Tell us about yourself
2. Why have you chosen to apply for this role?
3. What will you bring to this role/practice/department
4. Tell us about your career to date

### Clinical & Technical Competence:

5. Describe your experience managing a patient with suspected sepsis (e.g., implementing the Sepsis Six)
6. Walk us through your primary assessment process of a collapsed patient (on scene / on a ward)
7. How do you prioritise tasks during a busy shift?
8. Explain how you perform adult CPR and use an AED
9. Describe a time you intubated or managed an emergency within your current role
10. How do you recognise and manage deteriorating mental health in patients?
11. What protocols do you follow outside your scope of practice?
12. Explain how you ensure infection control and medication safety.
13. Talk us through a quality improvement initiative you led or contributed to that led to change in your organisation
14. How do you balance clinical autonomy with following protocols and guidelines?

### Communication & Teamwork:

15. Tell us about a time you had to convey sensitive information to a patient or family
16. Describe managing a difficult or aggressive patient, and your approach
17. How have you handled conflict with a colleague? Provide an example
18. Give an example of working within a multidisciplinary team to optimise patient care
19. Describe liaising with supervisors or other units when you felt they made a clinical error
20. Describe a time you advocated for a patient's wishes.
21. How would you build rapport with patients from diverse backgrounds?
22. Describe how you hand over care between shifts to ensure patient safety.

23. What steps do you take to brief and update colleagues on complex cases?
24. How do you ensure continuity of care when discharging a patient or handing over to another service or ward?
25. Tell us about a situation where a patient lacked capacity. How did you ensure best interest decisions were made?

### Decision Making & Problem-Solving:

26. Describe a situation when you had to make a rapid clinical decision under pressure
27. Talk about adapting your management when a patient's condition unexpectedly deteriorates
28. Describe a complex case you managed and how you approached it?
29. What would you do if asked to perform beyond your competence?
30. Describe a time when you had to sacrifice speed for thoroughness in patient care
31. Tell us about a time you identified and addressed a quality or safety concern
32. How do you manage competing priorities under pressure?
33. Provide an example of being resourceful during a crisis.
34. Describe how you used evidence-based practice to alter care delivery.
35. Give an example of anticipating and acting pre-emptively in care planning
36. Describe a time when you had to escalate a safeguarding concern. What was your role and what was the outcome?

### Values-Based & NHS Culture:

37. Why do you want to work for the NHS or this Trust/PCN specifically?
38. How do your personal values align with the NHS Constitution and 6 Cs?
39. Which of our values most resonates with you and why?
40. Describe a time you upheld the Duty of Candour.
41. Give an example of how you've shown respect, compassion, or accountability
42. Describe how you support continuous improvement in your unit or service
43. Tell us about a time that you challenged stigma or bias in your clinical practice
44. Describe how you protect confidentiality and data integrity.
45. Describe an occasion when you held colleagues or a system to account.

46. What have you done to promote equality, diversity, and inclusion?
47. How have you empowered patient voice or involvement?
48. How do you ensure that your patients have equal access to care, services and treatment

#### **Resilience & Self-Development:**

49. How do you cope with workplace stress?
50. Give an example of receiving feedback, and how you responded.
51. Describe a setback at work and how you recovered.
52. What recent CPD/training have you undertaken, and why?
53. Where do you see yourself in 3–5 years?
54. Give an example of leading or contributing to a change initiative
55. How do you maintain clinical competency and knowledge of guidelines?
56. What is your greatest professional strength, and your area for improvement?
57. Tell us about a time when you taught or mentored a colleague.
58. How do you ensure adherence to health & safety procedures and policies?
59. Tell us about a time you supported a colleague during a difficult time
60. Tell us about a mistake you have made and what you learned as a result

#### **For Newly Qualified Paramedics:**

61. Tell us about your approach to a primary survey when arriving at an emergency scene.
62. Describe a time during training or placement when you had to manage a patient with breathing difficulties. What did you do?
63. How do you ensure effective communication with patients who are confused, intoxicated, or non-English speaking?
64. What would you do if a patient refused hospital conveyance but you're concerned for their safety?
65. Tell us about a situation where you had to work under pressure. How did you stay calm and focused?
66. How do you ensure safe drug administration during high-stress situations?

67. How would you respond if a senior colleague asked you to perform a task you're not confident in or trained for?
68. What does patient-centred care mean to you in a pre-hospital setting?
69. Describe your structure for handing over a patient to ED staff or another healthcare team.
70. What steps have you taken to prepare for transitioning from student to autonomous practice?

### A note on panel scoring:

The NHS interview scoring framework typically uses a structured, competency-based mark scheme, often on a 0–5 scale. Each score reflects how well the candidate addresses the question, with higher scores awarded for clear, structured responses that demonstrate sound clinical knowledge, safe decision-making, alignment with NHS values, and the use of real-world examples (ideally in the STAR format: Situation, Task, Action, Result). Interviews assess domains such as clinical competence, communication, teamwork, NHS values, decision-making, and resilience. For some advanced roles (e.g. ACP), clinical autonomy and leadership may carry greater weighting.

Panels usually document scores and justifications per question, using a scoring sheet that includes each question number, the competency assessed, a brief response summary, the numerical score, and rationale.

