1. Personal Statement:

"Nursing is a profession that requires both technical expertise and a deep commitment to caring for others. Describe a personal experience where you demonstrated empathy and resilience in a challenging situation. How has this experience shaped your desire to pursue a career in nursing?"

2. Situational Awareness:

"You are caring for a patient who is visibly upset and refuses treatment, stating they feel unheard by the healthcare team. How would you approach this situation to ensure the patient feels supported and respected while addressing their concerns?"

3. Critical Thinking:

"You are working on a team in a clinical setting and notice a fellow team member making an error that could impact patient safety. What steps would you take to address the issue? How would you ensure your response aligns with ethical nursing practices?"

1-2 paragraphs each answer

**Grading Rubric for Nursing Program Applicant Questions**

Each question is scored on a scale of 1 to 5, with specific criteria for content, clarity, depth, and relevance. Applicants should aim for well-structured, concise responses of 1–2 paragraphs.

**1. Personal Statement**

**Criteria:**

* **Depth of Reflection (2 points):**
	+ **5:** Provides a compelling and detailed example of empathy and resilience. Clearly connects the experience to the desire to pursue nursing.
	+ **3:** Describes a relevant experience but lacks depth or a clear connection to nursing.
	+ **1:** Offers a vague or irrelevant example with minimal connection to nursing.
* **Clarity and Structure (1 point):**
	+ **5:** Response is clear, well-organized, and within the word limit.
	+ **3:** Response is somewhat clear but may lack organization or brevity.
	+ **1:** Response is unclear, poorly structured, or overly verbose.
* **Relevance (2 points):**
	+ **5:** Demonstrates alignment with core nursing values (e.g., compassion, resilience).
	+ **3:** Some alignment with nursing values but lacks strong evidence.
	+ **1:** Minimal or no alignment with nursing values.

**2. Situational Awareness**

**Criteria:**

* **Problem-Solving (2 points):**
	+ **5:** Provides a thoughtful, patient-centered approach with clear steps to address the situation.
	+ **3:** Suggests a solution but lacks specificity or patient focus.
	+ **1:** Response is vague, unrealistic, or dismissive of patient needs.
* **Communication Skills (1 point):**
	+ **5:** Demonstrates strong interpersonal skills, emphasizing respect and empathy.
	+ **3:** Communication approach is adequate but not fully developed.
	+ **1:** Response shows poor or ineffective communication strategies.
* **Realism and Feasibility (2 points):**
	+ **5:** Proposed actions are practical and align with nursing practice.
	+ **3:** Response is somewhat feasible but lacks practical application.
	+ **1:** Response is unrealistic or disconnected from nursing realities.

**3. Critical Thinking**

**Criteria:**

* **Ethical Reasoning (2 points):**
	+ **5:** Clearly identifies ethical implications and offers a solution that prioritizes patient safety and teamwork.
	+ **3:** Acknowledges ethics but lacks a comprehensive solution.
	+ **1:** Minimal or no acknowledgment of ethical concerns.
* **Proactive Approach (1 point):**
	+ **5:** Suggests clear, actionable steps to address the error effectively.
	+ **3:** Suggests a solution but lacks clarity or actionable details.
	+ **1:** Response is reactive or fails to provide a viable solution.
* **Team Dynamics (2 points):**
	+ **5:** Recognizes the importance of collaboration and fosters a positive team environment.
	+ **3:** Mentions teamwork but lacks detail on how to approach it.
	+ **1:** Does not address teamwork or provides a divisive approach.

**Scoring Guide:**

* **15 Points (Excellent):** Exceptional understanding, strong alignment with nursing values, and a well-articulated response.
* **10–14 Points (Good):** Competent understanding, alignment with nursing values, and a mostly clear response.
* **5–9 Points (Average):** Basic understanding, limited alignment with nursing values, or lack of clarity.
* **Below 5 Points (Needs Improvement):** Insufficient response, minimal alignment with nursing values, or poor clarity.

**Instructions for Evaluators:**
Score each question independently, then combine for an overall evaluation. Look for authenticity, critical thinking, and potential for success in a nursing program.