NHS Interview Practice Scorecard

Print one copy of this page for each answer. Rate each check from 0 to 3 using page 2, then choose a specific improvement. These are practice ratings, not an NHS pass mark.

Role / vacancy reference and practice date

Question and requirement being explored

Key points from my answer

Review the answer

Check	Before 0 to 3	After 0 to 3	Evidence or improvement needed
Relevance Did I answer the question?			
Specific detail Did I explain evidence or reasoning?			
Ownership and judgement What did I do, and why?			
Outcome or follow-through What happened, or what happens next?			
Role-appropriate responsibility Did I recognise limits and support needs?			
Clarity Was the answer understandable and focused?			

My priority correction before the next attempt

Check before rehearsing again: correct inaccurate claims, inappropriate information sharing or actions beyond your competence. Do not add the ratings together to predict a pass. Keep patient and colleague identities out of your notes.

Scoring guide and practice round

This worksheet uses a separate practice scale for each of the six checks. Your employer may assess answers differently. A practice rating cannot validate clinical knowledge or professional competence.

Practice rating	Meaning
0: Not shown	The answer does not yet demonstrate this point.
1: Partial	The point is mentioned, but important explanation is missing.
2: Clear	The point is explained with relevant detail.
3: Well supported	The point is clear, specific and convincingly connected to the question.

Use the ratings to improve one answer

1. Identify the task. Read the question and the relevant vacancy criterion. Decide what you need to demonstrate.

2. Rehearse aloud. For experience questions, explain the situation, task, your action and result. For scenarios, explain your reasoning and next steps.

3. Review the evidence. Rate each check separately and write down what was missing. Do not use a total or a supposed passing percentage.

4. Make a targeted change. Add your actual contribution, a relevant detail or the real outcome. Try again and compare the affected checks.

Six questions for a practice round

1. Why have you chosen this role and organisation?

2. Tell me about a time you worked effectively with others.

3. How have you managed competing priorities?

4. Tell me about a mistake and what you changed afterwards.

5. What improvement have you helped make?

6. How have you made a service more respectful or easier to use?

Useful follow-up: What was your own contribution? Why did you choose that action? What would you do differently?

Assess whether the answer can be understood, not accent, eye contact, gestures or extroversion. Keep examples truthful and relevant to the role.

More preparation: NHS interview questions and answers | NHS values interview guide