

Nursing Bullet & Phrase Library

ATS-safe, quantified example bullets you can adapt — by specialty

These are ready-to-adapt example bullets. Replace the numbers and specifics with your own — never ship a bullet you cannot back up in an interview. Each already opens with a strong verb and carries a metric, which is exactly what recruiters scan for.

Critical care / ICU

- Managed care for up to 3 high-acuity ICU patients per shift — ventilator, CRRT, and post-op cardiac — at 98% adherence to hourly assessment standards.
- Titrated vasoactive drips and sedation for hemodynamically unstable patients, maintaining MAP goals during 40+ critical transports.
- Led a unit CLABSI-reduction bundle that held central-line infections at 0 per 1,000 line-days for 3 consecutive years.

Med-surg / telemetry

- Delivered care to 5–6 telemetry patients per shift on a 36-bed unit, interpreting continuous ECG and escalating dysrhythmias via SBAR.
- Reduced medication-administration errors 27% by lifting barcode-scan compliance from 84% to 99%.
- Held the 30-day readmission rate below the 12% national benchmark through structured discharge teaching.

New grad (clinical rotations & capstone)

- Completed 180 precepted hours on a 32-bed telemetry unit, advancing to an independent 4-patient assignment.
- Administered and documented 200+ medications by barcode scanning with a 100% five-rights verification rate and zero errors.
- Assisted with 10+ ventilator-management protocols across a 120-hour ICU rotation while maintaining 100% hourly-assessment adherence.

Leadership & preceptorship

- Precepted 14 residents through a 12-week program with 93% one-year retention, 20 points above the unit average.
- Served as charge nurse for a 24-bed ICU 6–8 shifts/month, cutting admission turnaround from 45 to 28 minutes.
- Raised HCAHPS nurse-communication scores from the 62nd to the 88th percentile over four quarters.

Phrases to avoid (they read as filler)

- 'Responsible for...' — start with what you DID, not what you were assigned.
- 'Excellent communication skills' — show it with an outcome instead of claiming it.
- 'Team player' / 'hard worker' — every applicant says this; a metric proves it.

- Keyword walls — a block of comma-separated buzzwords looks like an AI dump to a recruiter.