

Interview Questions You Should Ask Any Nanny/Caregiver Before Hiring Her / Him.

While not all of these questions are applicable to EVERY childcare situation (such as a daycare facility, for example), these questions and any others that are important to you should be asked of any person that you intend to leave your child with on a recurring basis. This article should help prepare you for hiring a caregiver and make you calm.

First off, I did not write these questions, but a member of my family, who is a full-time Nanny and has been for several years, wrote these questions for my wife and I when we were going through the Nanny interview process. These questions are reposted here with her consent. If you wish to contact her, please post a comment or message me directly and I will put you in touch with her!

Why do I think these questions work and why am I sharing them? When we posted our ads for a Nanny position we received about 180 applications and responses within a six week period. We went through dozens of phone interviews and then allowed the top 10% of those people into our home for face-to-face interviews. We used these questions as the basis of our interviews and they provided us with very detailed and informed opinions about each and every candidate that we had for the position. In fact you could probably use much of this article specifically on how to interview people (specifically caregivers). While ultimately we chose to not use a Nanny at all, that was more because of other circumstances and reasons which is for another article....

I give you 19 Interview Questions You Should Ask Any Nanny/Caregiver Before Hiring Them:

1. What do you enjoy most about being a nanny?
2. What do you least enjoy about it?
3. Can you tell us a little about your previous experience?
4. Do you think the families you have worked for would hire you again? Why/Why not?
(Ask for references and CALL THEM)
5. Have you developed any close relationships with the children you have cared for?
Can you give an example?
6. Have there ever been any situations working with a child where you were uncomfortable? How did you handle them? (ex: child running off, child hitting you, child asking you an uncomfortable question, etc)
7. Have you ever had to deal with an emergency situation while caring for a child?
8. How well did you communicate with the parents of the children you have cared for and how? (Daily journal/text message/phone/talk before leaving etc)
9. When unsure what to do, are you comfortable calling/texting one of us? (Insert your preferred contact method here)
10. How would you say you handle stressful situations? (Can you provide an example of one while you were a caregiver?)
11. If we were to hire you as our nanny, what would a typical day look like?
12. Are there any specific activities you have done with children in the past that have helped with their development?
13. Do you have any formal education or training/certification that would be relevant?
14. Are you CPR certified?

15. Are you First Aid certified?
16. Do you have a reliable vehicle and are you comfortable taking our child to the park, play-dates or other places?
17. Are you comfortable with us performing a driving and criminal background check? (you can do this by making a copy of their DL...also good to keep for your records)
18. Ask about their availability for the foreseeable future, especially as a Nanny... you want someone long-term that won't leave you in six months. If they are planning to go to school next semester, how does that impact your family.
19. Finally, ask if they have any questions for you.