

# Nanny Interview Questions

Name: \_\_\_\_\_

Phone: \_\_\_\_\_

Date interviewed: \_\_\_\_\_

## Experience & Training:

1. How long have you been caring for children (nanny/babysitter)?

\_\_\_\_\_

2. How old were the other children you cared for?

\_\_\_\_\_

3. Do you have any formal early childhood development or childcare training?

\_\_\_\_\_

Emergency training: yes / no

CPR: yes / no

First Aid: yes / no

Other Training/Certification: yes / no

What foreign languages do you speak?

If not, would you be willing to take CPR classes and first-aid training? yes / no

What would you do if my child was sick or had an accident?

\_\_\_\_\_

## Philosophy/Approach:

Make sure a nanny's philosophy about child-rearing is in line with yours. Ask each candidate why she's a nanny and what she likes about the job — you need to know that she's in the field for all the right reasons, and that she enjoys children.

On being a nanny

Why are you interested in being a nanny?

\_\_\_\_\_

Why are you looking for a new position?

\_\_\_\_\_

What do you like about the job?

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Describe your ideal family/employer:

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What do you like least about being a nanny? Do you have any special peeves about parents/children/pets?

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On dealing with children

What are your beliefs about childrearing?

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What do children like best about you?

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How do you comfort children? How do you deal with separation anxiety?

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How do you discipline children? Give me an example of a previous discipline problem and how you handled it.

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What are some of the rules you've followed in other households that you think worked well?

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Which rules haven't worked for you?

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Would you be willing to follow my rules and disciplining/comforting strategies even if they're different from yours?

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Daily routines

What will my child be doing on any given day?

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What are your favorite activities to do with a child the age of mine?

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If I'm working in the house, will you be able to keep my child happily occupied without involving me?

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Logistics:

Find out whether the nanny you're considering will work out when it comes to practical matters. If you meet someone you like and are flexible about the start date, let her know.

1. Do you have future plans (school, job, marriage, etc.) that would put a limit on how long you expect to be a nanny?

2. Do you have a well-functioning car, with appropriate safety belts and room for car seats? yes / no

3. Do you want a live-in arrangement? yes / no

4. If it's not a live-in arrangement, where do you live and how would you get to work?

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5. If it's not a live-in arrangement, would you bring your own food or expect meals to be provided?

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6. Do you smoke? yes / no

7. Are you willing to do light chores while our baby is sleeping? Which ones?

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8. Do you have any personal responsibilities or health issues that could interfere with a regular work schedule?

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9. When would you be able to start working?

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10. Would you ever be available to work evenings or weekends?

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11. Would you be available to travel with our family for weekends/vacations?

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12. Do you expect to take a vacation of your own?

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Additional considerations:

Give each candidate a chance to spend some time with your child in your home? Your observations matter a great deal when you finally make your choice. It may help to take a moment to ask yourself the following questions.

1. Does she seem comfortable holding or speaking to your child? yes / no

2. Does your child like her/him? yes / no

3. Are the two of you able to communicate easily and effectively with each other? yes / no

4. While you're away from your child, will you feel at ease knowing your child is with her? yes / no