



## Nanny Candidate- Sample Interview Questions

### Icebreaker questions:

1. Tell me about yourself?
2. How did you get into childcare?
3. Tell me about your current (last) childcare position and its responsibilities?
4. How long have you been doing this kind of work?
5. What has been your favorite childcare job to date and why?
6. Why do you prefer working as a nanny as opposed to a nursery or daycare?
1. What are the most important aspects to being a good nanny?
7. What qualities are you looking for in a family?
8. What do you like most about childcare? Least?
9. What are your career goals? Are you pursuing a career as a professional nanny?
10. We will be conducting an extensive background check on our prospective nanny, is there anything from your past driving records-employers-criminal history that we should discuss now?

### Family /Upbringing:

1. Tell me about your own childhood?
2. Did you help care for your brother and sisters?
3. What disciplinary method did your parents use? Do you agree with it?
4. Which method do you use with your own children?
5. How do you think your childhood has helped you become a good nanny?
6. Can you tell us a little about your own family?

### Education

1. Tell me about your college (high school) education?
2. What was your major (and minor) and why?
3. What subjects did you enjoy most and why? Least?
4. Who was your favorite professor (teacher)? Why?
5. What additional childcare training have you completed since graduating?
6. Do you have plans to continue your education?

### Safety Questions:

1. Do you have training and current certification in:
  - a). First Aid
  - b). CPR (Infant)
  - c). Life Guard/WSI
2. What do you think are the greatest safety risks for children (infants)?
3. Have you ever had a child that had medical emergency? What did you do?
4. What would you do if my child fell and bumped his head really hard?

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5. What is your philosophy about the nanny being indoors (with an infant) and the older child playing in a fenced backyard without direct supervision?
6. If my child's friends visit, what would you do to insure all the children play safely?

**Age Specific Questions:**

1. What age children do you like caring for most?
2. What is the logical process you go through to quiet a crying baby?
3. What is your philosophy on how to care for a crying infant? i.e.- Baby Wise, Ferber method.
4. What activities do you think help to stimulate an infant's mind?
5. What is the hardest part of caring for an infant?
6. What method do you use to handle a toddler's that is throwing a loud tantrum?
7. Have you ever potty/toilet trained a child? How did you do it?
8. What are the most educational games and activities for toddlers?
9. How would you handle a boy that prefers to play with girl's toys or vice versa?
10. How would you teach a toddler healthy eating habits?
11. What disciplinary method do you think works best for a toddler who is openly defiant? i.e.: redirection, take away privileges, time out, etc.
12. What is the most effective way to set boundaries for a toddler?
13. What is your opinion on children watching TV? Video Games? Spending time on a personal computer? Movies- what types?
14. Would you be willing to drive our child to extra-curricular sporting activities? i.e. gymnastics, soccer, karate class, etc.

**General questions:**

1. Do you have in allergy or dietary restrictions?
2. Give me an example of a healthy lunch you would make for my child?
3. Would you be willing to do: children's laundry, light housekeeping, make beds, grocery shopping, pet care, travel with family for vacations or outings?
4. What are your strongest qualities that would make you good for our position?
5. Do you have any hobbies? How do you spend your free time?
6. How do you think your closet friends would describe your personality?
7. What make and model of car do you drive? What is the mileage?

If you like the answers the prospective nanny is giving you, take some time to discuss the responsibilities you're looking for in a nanny. Many of these will be covered in your work agreement but should be addressed initially in your interview.

1. Specify your schedule and required flexibility.
2. Discuss the commute time to your home? Will it be worse in the winter?
3. Discuss pay schedule.
4. Discuss your expectations on the types of activities that you would like the nanny to be doing with your child/children throughout the week.
5. Discuss required start date.
6. Discuss any probationary period.
7. Discuss your time frame for making a final decision.

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