

Sample Interview Questions For Nannies/Au Pairs

After you have screen potential candidates by phone, you'll want to interview them in person. (Note: since au pairs cannot enter the country until they've secured a position, add some of these questions to your au pair phone screening checklist).

Date: _____ Name: _____
Telephone: _____ Address: _____

Begin by describing the position and its requirement in detail:

- ◆ Your expectations for your children (taking them to playgroups, etc)
- ◆ Your children's ages, needs and interests
- ◆ Any non-child care related responsibilities
- ◆ Work hours, salary, health benefits, paid vacation and other compensation related issues.

Questions:

- ◆ What type of training and experience do you have?
- ◆ Why do you want to be a nanny?
- ◆ Why did you leave your previous position?
- ◆ What are your strengths in working with children?
- ◆ What do you like best about your job? What do you like least?
- ◆ My children are age 2 and 7 (use your own children's age). What kinds of activities would you plan for them?
- ◆ What kinds of activities do you enjoy doing with children?
- ◆ Describe for me a typical day with children.
- ◆ What are your views on television?
- ◆ How do you encourage fitness?
- ◆ What would you do if you had concerns about my child's development or behaviour?
- ◆ What is your philosophy on guidance and discipline?
- ◆ How do you help children feel good about themselves and others?
- ◆ What would you do if one of my children:
 - Refused to eat their lunch, or share their toys?
 - Hit another child

Questions Continued:

- ◆ Is your first aid current?
- ◆ What sorts of things do you do to protect children from choking, falls, and poisonings?
- ◆ Are you confident in your ability to react in a medical emergency? How would you respond to a choking incident?
- ◆ What are some examples of food you like to prepare for children?
- ◆ What food handling precautions do you take to protect children from the spread of illness or food-borne disease?
- ◆ Based on my description of the job, are there any responsibilities you would not be able to handle adequately?
- ◆ Do have any questions for me?

Tour the house, including, if applicable, the nannies living quarters. Make sure you allow your child/children to spend some time with the candidate either before or after the interview. Observe how they interact.